# Point of View By Robert N. Sollod

HE PAST DECADE IN ACADEME has seen widespread controversy over curricular reform. We have explored many of the deeply rooted, core assumptions that have guided past decisions about which subjects should be emphasized in the curriculum and how they should be approached. Yet I have found myself repeatedly disappointed by the lack of significant discussion concerning the place of religion and spirituality in colleges' curricula and in the lives of educated persons.

I do not mean to suggest that universities should indoctrinate students with specific viewpoints or approaches to life; that is not their proper function. But American universities now largely ignore religion and spirituality, rather than considering what aspects of religious and spiritual teachings should enter the curriculum and how those subjects should be taught. The curricula that most undergraduates study do little to rectify the fact that many Americans are ignorant of religious and spiritual teachings, of their significance in the history of this and other civilizations, and of their significance in contemporary society. Omitting this major facet of human experience and thought contributes to a continuing shallowness and imbalance in much of university life and the state of the shallowness. much of university life today.

Let us take the current discussions of multiculturalism as one example. It is hardly arguable that an educated person should approach life with knowledge of several cultures or patterns of experience. Appreciation and understanding of human diversity are worthy educational ideals. Should such an appreciation exclude the religious and spiritually based concepts of reality that are the backbone upon which entire cultures have been based?

Multiculturalism that does not include appreciation of the deepest visions of reality reminds me of the travelogues that I saw in the cinema as a child-full of details of quaint and somewhat mysterious behavior that evoked some superficial empathy but no real, indepth understanding. Implicit in a multicultural approach that ignores spiritual factors is a kind of critical and patronizing attitude. It assumes that we can understand and evaluate the experiences of other cultures without comprehension of their deepest beliefs.

Incomprehensibly, traditionalists who oppose adding multicultural content to the curriculum also ignore the religious and theological bases of the Western civilization that they seek to defend. Today's advocates of Western traditionalism focus, for the most part, on conveying a type of rationalism that is only a single strain in Western thought. Their approach does not demonstrate sufficient awareness of the contributions of Western religions and spirituality to philosophy and literature, to moral and legal codes, to the development of governmental and political institutions, and to the mores of our society.

Nor is the lack of attention to religion and spirituality new. I recall taking undergraduate philosophy classes in the 1960's in which Plato and Socrates were taught without reference to the fact that they were contemplative mystics who believed in immortality and reincarnation. Everything that I learned in my formal undergraduate education about Christianity came through studying a little Thomas Aquinas in a philosophy course, and even there we focused more on the logical sequence of his arguments than on the fundamentals of the Christian doctrine that he espoused.

I recall that Dostoyevsky was presented as an existentialist, with hardly a nod given to the fervent Christian beliefs so clearly apparent in his writings. I even recall my professors referring to their Christian colleagues, somewhat disparagingly, as "Christers." [ learned about mystical and spiritual interpretations of Shakespeare's sonnets and plays many years after taking college English courses.

We can see the significance of omitting teaching about religion and spirituality in the discipline of psychology and, in particular, in my own field of clinical psychology. I am a member of the Task Force on Religious Issues in Graduate Education and Training in



# The Hollow Curriculum

The place of religion and spirituality in society is too often missing

Division 36 of the American Psychological Association, a panel chaired by Edward Shafranske of Pepperdine University. In this work, I have discovered that graduate programs generally do not require students to learn anything about the role of religion in people's

Almost no courses are available to teach psychologists how to deal with the religious values or concerns expressed by their clients. Nor are such courses required or generally available at the undergraduate level for psychology majors. Allusions to religion and spirituality often are completely missing in textbooks on introductory psychology, personality theory, concepts of psychotherapy, and developmental psycholo-

Recent attempts to add a multicultural perspective to clinical training almost completely ignore the role of religion and spirituality as core elements of many racial, ethnic, and national identities. Prayer is widely practiced, yet poorly understood and rarely studied by psychologists. When presented, religious ideas are usually found in case histories of patients manifesting severe psychopathology.

Yet spiritual and mystical experiences are not unusual in our culture. And research has shown that religion is an important factor in the lives of many Americans; some studies have suggested that a client's religious identification may affect the psychotherapeutic relationship, as well as the course and outcome of therapy. Some patterns of religious commitment have been found to be associated with high levels of mental health and ego strength. A small number of psychologists are beginning to actively challenge the field's inertia and indifference by researching and writing on topics related to religion and spirituality. Their efforts have not as yet, however, markedly affected the climate or curicy la in most psychology departments.

Is it any wonder that religion for the typical psyc therapist is a mysterious and taboo topic? It shouldn be surprising that therapists are not equipped event ask the appropriate questions regarding a person's regious or spiritual life—much less deal with psychologi cal aspects of spiritual crises.

Or consider the field of political science. Our schol ars and policy makers have been unable to predicte understand the major social and political movemen that produced uphenvals around the world during the last decade. That is at least partly because many signif. cant events—the remarkable rise of Islamic fundance talism, the victory of Afghanistan over the Sovietly ion, the unanticipated velvet revolutions in Eastern Europe and in the Soviet Union, and the continuing conflicts in Cyprus, Israel, Lebanon, Northern Ireland Pakistan, Sri Lanka, Tibet, and Yugoslavia-canhad ly be appreciated without a deep understanding of the religious views of those involved. The tender wisks of our contemporary political scientists cannot seem comprehend the deep spirituality inherent in many of today's important social movements.

Far from being an anachronism, religious convicies has proved to be a more potent contemporary fone than most, if not all, secular ideologies. Too often however, people with strong religious sentimentant simply dismissed as "zealots" or "fanatics"-whether they be Jewish settlers on the West Bank, Iraniandes onstrators, Russian Baptists, Shiite leaders, anti-abrition activists, or evangelical Christians.

Most sadly, the continuing neglect of spiritualityal religion by colleges and universities also results in kind of segregation of the life of the spirit from the life of the mind in American culture. This situation is far from the ideals of Thoreau, Emerson, or William James. Spirituality in our society too often represents retreat from the world of intellectual discourse, and spiritual pursuits are often cloaked in a reflexive and intellectualism, which mirrors the view in academed spirituality as an irrational cultural residue. Student with spiritual interests and concerns learn that the wiversity will not validate or feed their interests. They learn either to suppress their spiritual life or to spiritual their spiritual life apart from their formal education.

Much has been written about the loss of ethics, sense of decency, moderation, and fair play in American society. I would submit that much of this loss is result of the increasing ignorance, in circles of presumably educated people, of religious and spiritual world views. It is difficult to imagine, for example, howellical issues can be intelligently approached and discussed or how wise ethical decisions can be reached without either knowledge or reference to those religious and spiritual principles that underlie our legi system and moral codes.

UR COLLEGES AND UNIVERSITIES Should R claim one of their earliest purposes—to educate and inform students concerning the spiri-tual and religious underpinnings of thought and society. To the extent that such education is lacking, our colleges and universities are presenting a narrow and fragmented view of human experience.

Both core curricula and more advanced courses in the humanities and social sciences should be evaluated for their coverage of religious topics. Active leadership at the university, college, and departmental levels is needed to encourage and carry out needed additions and changes in course content. Campus organizations should develop forums and committees to examine the issue, exchange information, and develop specific pro-

National debate and discussion about the best way to educate students concerning religion and spirituality are long overdue.

Robert N. Sollod is associate professor of psychology at Cleveland State University.

# THE CHRONICLE

of Higher Education.



March 25, 1992 • \$2.75 Volume XXXVIII, Number 29

# Unquote

News Summary: Page A3

"Our young people have placed themselves in opposing camps, divided by race, and they tend to believe only the worst about youths of other races." President of People for the American Way, on students' attitudes on

"la some ways, it's a phony issue It's the price of a pizza." Afinancial aid officer, on a debate over ald-application fees: A23

race relations: A1

"There's a feeling that the presidents have finally found the steel in their backbones to step up and take control." Louis Harris, on his poli that suggosts

reforms have diminished public concern about college sports: A33

"It's time to send a message to the old boys' network that they had better make room for women and girls."

The executive director of the Center for the Study of Sport in Society: A33

"As huge sections of the world move toward free markets, the global demand for business education seems bound to

Associate dean of Cornell U.'s business school: A44

"It is a tragedy that our children know Russian history but not Kyrgyz history. We now have to liberate our education from ideology." Kyrgyzstan's Education Minister: A36

"The future is not in our hunds, so we just have to get on with the present.' Vice-chancellor of a Palestiniar university in the Israeli-

occupied West Bank: A35

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### REDEFINING THE ACADEMIC ETHOS

### Syracuse Seeks a Balance Between Teaching and Research

By CAROLYN J. MOONEY

SYRACUSE, N.Y. Syracuse University is staging a quiet assault against one of academe's most sacrosanct traditions.

Simply put, it is trying to change the "publish or perish" culture that has dominated life at research universities for decades.

For the last three years, a group of professors and administrators here has been scrutinizing the way teaching is evaluated and rewarded. Through new policies aimed at giving teaching a higher priority, they hope to strike a balance hetween professors' responsibilities to teach and conduct research.

Already there have been small changes—better-organized courses and syllabi, more-vigorous teaching-eval-Continued on Page A14



Jerry Evensky, who received tenure last year but might not have done so several years ago: "I think they're buying into the teaching business."

### Young People Found Pessimistic About Relations Between the Races

in your opinion, should colloges and universities give special preference to minority students in order to increase minority

MARINGILL				
	_AII	White	Block	Hispania
28	34%	26%	52%	56%
0	54	64	37	35
epends	10	9	7	6
oponiuo ot ouro	2	1	4	3

In your opinion, should colleges and universities give special consideration to minority students in order to increase minority

BIMOIIII	All	White	Black	Hispanic
Yes	48% 44	40% 51	74% 20	57 <b>%</b> 35
No Depends	6	7	3	8
Not sure	2	2	3	

### States Plan to Spend \$1.2-Billion on Student Aid, Up 3.9% Over All, but 11 Will Have to Make Cuts

By GOLDIE BLUMENSTYK The 50 states are expected to spend a total of nearly \$1.2-billion on student aid this year—an increase of 3.9 per cent over 1990-91. But 11 of them, strapped by the recession, say they will be forced to cut their spending for the purpose.

The figures come from a new report by the National Association of State Scholarship and Grant Programs.

### Some Mid-Year Reductions

Last year the expected 12-month increase was 7.7 per cent. Figures on expected spending for 1991-92 were collected during the fall and updated in February to reflect the mid-year reductions made by states because of their budget problems.

Some states provide additional assis-

tance to students through tuition waivers and special grants provided by various state agencies. But such assistance is hard to compare from year to year because of incomplete accounting and frequent

changes in the programs. More than three-quarters of all the aid awarded goes to undergraduates, based on Continued on Page A28

Panel Reports Solid Start's on College-Sports Resorts A Knight Pounds tien committee rap-plaude many stens taken to rein in pie-time sports in the rast year but wants of a long and hazardoue rogo anesad.

### By MICHELE N-K COLLISON

WASHINGTON A new survey has found that American youths are generally pessimistic about race

relations in the United States. People for the American Way, a liberal lobbying group, commissioned a telephone survey of 1,170 black, Hispanic, and white 15- to 24-year-olds to determine their views. Fifty per cent described race relations in America as "generally bad." The study also found a "gaping perception gap" between whites and members of minority groups on such issues as discrimination and affirmative action.

When asked, for instance, whether a white or a minority person would be more likely to lose out on scholarships and jobs because of discrimination, 49 per cent of the white youths said whites were most likely to be hurt.

In contrast, 68 per cent of the blacks surveyed and 52 per cent of the Hispanics believed members of minority groups were most likely to be harmed.

### 'They Tend to Believe the Worst'

"The plain message of our research is that racial division is taking root among the next generation of America thur J. Kropp, president of People for the American Way, at a press conference here last week. "Our young people have placed themselves in opposing camps, divided by race, and they tend to believe only the worst about youths of other races."

The study confirms the suspicions of many college administrators, who have said that many white students are resentful of affirmative-action programs that they believe give minority students an unfair advantage. As college campuses become increasingly diverse, administrators are struggling to find ways to encourage stu-

Continued on Page A32

# WHY YOU SHOULD START PLANNING FOR RETIREMENT WITH YOUR EYES CLOSED.

or retirement to be the time of your life, you have to dream a little—about the things you've always wanted to do: travel, explore, start a business. Just imagine...

With a dream and a plan, you can make it happen. Your pension and Social Security should provide a good basic retirement income, but what about all



those extras that make your dreams possible? You'll probably need some additional savings.

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\*Depending upon your institution's plan and the state you live in. CREF annuities are distributed by TIAA-CREF Individual & Institutional Services. Depending upon your measurement of the prospectus of the prospectus carefully before you invest or send money.

# This Week in The Chronicle

togething to improve a new technology Malows people to create three-dimensional objects for designs on computer screens: A6

weedthe edition of Dead Sea Scrolls planned for fall: A6 Institut astronomer discovers a supernova: A6 ments find a new class of ball-shaped molecules: A8 Spenists isolate an anti-cancer chemical in broccoli: A8 Trus may have parted the Red Sea for the Israelites: A8 with more likely than blacks to have coronary bypass: A8 tution wives said to have maintained family status: A8 156 new scholarly books: A9

STRACUSE TAKES ON THE ACADEMIC ETHOS

The university is trying to change the publish-or-perish culture by striking a balance between teaching and

CREATING YOUR OWN MAJOR

from ecological technology to exercise science. sodents are custom-designing courses of study that are not found in typical college cutalogues: A31

AND ING EGYPTOCENTRIC PSEUDOSCIENCE University researchers need to help elementary and secondary schools assure scientific integrity as they kykko multicultural curricula. Opinion: B1

THE TOCUSED' OLDER STUDENT

The steady increase in the number of students in their mid-30's and 40's is rejuvenating teaching. Opinion: B3

Totorial helps students identify tree species: A21 . Mg/school students get physics course via computer: A21 Multimedia room for the technology-ignorant professor: A21

Computing

EARNING SCIENCE BY DOING SCIENCE

ARW collection of texts and software for biology Masses enables students to try experiments that would impossible in a laboratory: A 18

docate of technology sees movement in its infancy: A18 he new computer programs; three now optical disks: A22

### <sup>'erson</sup>al & Professional Concerns

QUET ASSAULT ON TRADITION

Syracuse U. is scrutinizing the way teaching is Maluated and rewarded in an effort to balance the insibilities to teach and conduct rescurch: A1 The university is involved in several projects that are inging the teaching-versus-research debate to other uses and to learned societies: A16 The faculty-reward system has been criticized for ding to recognize service activities: A16

MAIFORD PICKS CHICAGO PROVOST AS PRESIDENT Gihard Casper, a constitutional-law scholar, has been hosen to succeed Donald M. Kennedy: A14

TELEVISION'S ULTIMATE VARIETY SHOW

The dean of ucla's theater, film, and television school to produce the annual Academy Awards spectacle: A5

CAPITALIZING ON COMMUNISM'S DEMISE The end of the cold war gives American business schools a chance play a key role in international Conomic growth and reform. Point of View: A44

Campus recreates 100-year-old technology: A4 our lowa colleges withdraw from accrediting process: A4 College president orders an art work removed: A4 Woman takes over as head of Berkeley law school: A14 May, Press publishes essays on multiculturalism: A14 San Jose State U. scraps its search for new president: A17



Lynn Harvey returned to college to begin a new career. She ended up designing her own major, which included courses in computer technology, architecture, and history: A31

### Federal & State Governments

STATES WRESTLE WITH STUDENT AID

■ They are expected to spend a total of \$1.2-billion this year, but the pace of increases has slowed and 11 say they will be forced to make cuts: Al Many higher-education theorists want states to

increase tuition substantially and use the additional money to help students: A28

SHARP DEBATE OVER APPLICATION FEES FOR AID Lawmakers are frustrated by the failure of efforts to enable more students to seek U. S. support without having to pay fees of \$6.75 or more: A23

PELL-GRANT ENTITLEMENT PLAN DROPPED

A campaign to persuade Congress to guarantee the aid to all who qualify ended in defeat in the House of Representatives: A23

THE PURSUIT OF EQUITY IN COLLEGE SPORTS Advocates for women's sports say they'll fight to force universities to comply with federal anti-bias laws: A33

Pa. governor presses four secretive institutions: A23 Indiana wants to expand training in aviation mechanics: A23 Work-study jobs called unrelated to academics: A26 Clash erupts over education-research office: A26 Report says government can't fill science posts: A26 ts considered in overhead-reimbursement rates: A26 Faculty unions vote 'no confidence' in Mass. official: A27 Neb. aims to reduce duplication in academic programs; A27 Idaho limits participation in exchange program: A27 Colleges seek gains from Tennessee tax Increase: A27

Finance

YALE IS URGED TO RECONSIDER CUTS A faculty panel recommends that the university scale back a proposed cut in academic departments and faculty positions: A30

Berkeley's business school is given \$8.75-million: A30 Foundation grants; gifts and bequests: A30

### **Athletics**

VOTE OF CONFIDENCE FOR THE NCAA

The Knight Commission praises the association's leadership in efforts to reform college sports and urges it to deal with financial and governance issues: A33

WOMEN'S-SPORTS ADVOCATES TAKE THE OFFENSIVE They call for a national campaign of litigation and obbying to force colleges to comply with federal laws barring sex discrimination: A33

Another Valvano has a run-in with his college: A33 U.S. says It is not investigating UNLV basketball: A33

YOUNG PEOPLE PESSIMISTIC ON RACE RELATIONS A survey of students finds a "gaping perception gap" between whites and members of minority groups on such issues as discrimination and affirmative action: Al

SELF-DESIGNED MAJORS: AT THE CUTTING EDGE Students who devise their own courses of study can combine academic interests with career goals, often in areas that can have lasting impact on curricula: A31

THE WAVE OF ADULT STUDENTS

Colleges are finding that the growing numbers have brought improved instruction and more dynamic classes. Opinion: B3

Anti-Asian slogan scrawled on wall at Pomona College: A4 Madison unseats Purdue for Rube Goldberg title: A4 injured fraternity member settles sult for \$150,000: A4 Safe-sex posters are criticized at U. of Utah: A4 Nation's first collegiate steel band performs in Talwan: A5 Student-loan repayment becomes an art: A5 Rutgers deals with series of rapes and assaults: A31 Film students pursue a cult celebrity: A31 Students serve as volunteer firefighters: A31

NEW DIRECTION SOUGHT FOR EXCHANGES

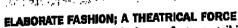
■ The role of government in ucademic relations with the former Soviet Union must be refined and, eventually, sharply reduced, officials say: A35 Kyrgyzstan's education chief plans a top-to-bottom reform of the former Soviet republic's system: A35

PALESTINIANS STRUGGLE FOR NORMALITY

Reopening after years of closure, Palestinian universities in the Israeli-occupied territories face financial crisis and restless students: A35

ACADEMICS APPLAUD VOTE IN SOUTH AFRICA Approval of a referendum to continue constitutional negotiations toward a post-apartheid government ended fears of a renewed academic boycott: A38

Chinese army officer charged in death threats: A4 Program's ties to intelligence agencies raise concern: A35



Works by 12 Russian designers feature striking und intricate designs. The "audacious" work of Peter Brook sparks the imagination: B7

ART THAT ADDRESSES ENVIRONMENTAL ISSUES "Environmental Terror," an exhibit of the work of 10 contemporary artists, is appearing on several campuses. Endpaper: B52

Cazette

Appointments and resignations in academe: A39 Deaths: A40 Calendar of coming events and deadlines: A40

We have received the following document from Norman D. Stevens (who is director of libraries at the University of Connecticut):

THE MOLESWORTH MANIFESTO

A spectre is haunting librarianship. To help banish that spectre, at least for a time, this manifesto describes the limited agenda adopted by The Molesworth Institute in support of its Director, Norman D. Stevens, for President of the American Library

(1.) He will propose no new major initiatives, programs, themes, or other endeavours for ALA.

(2.) He will set his own agenda and calendar that will not be controlled by the mechanisms of ALA's bureau-

(3.) He will limit the growth of committees, task forces, and the like. He will also take an open look at such appointments as he does control with a view to bringing into the workings of ALA both new members and old outsiders who can bring a fresh and joyful perspective to the organiza-

(4.) He will propose that serious consideration be given to dismantling the central bureaucracy of ALA thus setting the divisions and chapters free to go their own way and enabling them to form, if they wish, a commonwealth structure that will better serve their needs.

(5.) He will propose the adoption of severe limitations on the terms of office on the ALA Council and all other official positions including committee membership.

(6.) He will encourage all units of ALA sponsoring programs during his term to take a light-hearted and uplifting look at the work of Our Profes-

(7.) He will assist librarians to speak cloquently, as only they can, to the fun, giory, and vision of librarianship by banishing all celebrities, including politicians, from their traditional role as the major attractions

(8.) His inaugural address, "Paradigm Lost; Paradigm Regained," will celebrate the joy, and reveal the fol-American librarianship.

(9.) His inaugural will be a simple, informal, open event "A Hundred Disparate Dazzlers" at which all librarians will be welcome. Attendees will be asked either to wear and carry t-shirts, caps, pins, shopping bags, and other paraphernalia that promote librarianship, or to dress up as their own version of the dreaded stereotype as portrayed in books, cartoons, film, poetry, television, or other me-

(10.) That's it! Why not?

### In Brief



### Campus recreates 100-year-old technology

MURRAY, KY.—Two Murray | than B. Stubblefield to speak by State University communications experts have re-created the wireless transmitter of a local 19thcentury inventor and taken his discovery on the road.

Robert H. Lochte, an assistant professor of radio and television. and Larry Albert, chief engineer at the college television studio, 1892 invention that allowed Na- | part in the demonstration.

wireless to a friend. The researchers won't call it a radio, but they say it contributed to the technology. The two, who are taking the replicas to academic conferences. first demonstrated the technique on Murray State's soccer field. Forrest C. Pogue (above), a retired history professor who also have built a working replica of the | has researched the inventor, took

### iraw from the National Council iowa colleges withdraw for Accreditation of Teacher Eduation, to which 500 colleges subfrom accrediting process nit their programs for review.

In a joint statement, the lowa CEDAR FALLS, IOWA-Charging iniversities' presidents said the that accreditation policies are too ssociation "does not facilitate restrictive and expensive, four of self-improvement" and that it imlowa's largest universities have poses an accreditation process decided not to subject their teachthat is "too prescriptive, timeer-training programs to the naconsuming, and costly." Univertional accreditation process. sity officials estimate that the per-Drake and Iowa State Universi-

TRENTON-A federal prosecu

tor has charged a former Chinese

army-intelligence officer with

threatening to kill two Chinese

dissidents: one a former student

at Princeton University and the

other still registered there. Offi-

cials said the officer had told them

he would kill the dissidents if he

was rejected from Princeton's

Woodrow Wilson School of Pub-

According to Assistant U.S.

Attorney Daniel A. Greenstone.

He Niendong told officials that he

expected to be rejected by Prince-

ton because of low Graduate Rec-

ord Examination scores. Mr. He

said that if the federal government

helped him get into the university,

he would serve American inter-

ests. But if he was rejected, Mr.

He said, he would "become like

Rambo" and kill the Chinese dis-

sidents. The prosecutor ordered.

lic and International Affairs.

sonnel and materials cost of a sinties and the Universities of Iowa gle review exceeds \$300,000. and Northern Iowa announced Officials of the national council this month that they would withsaid they planned to encourage the colleges to reverse their deci-Chinese army officer charged in death threats

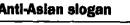
sion. Arthur E. Wise, the council's president, said he "categorically rejects" allegations that the council's standards are too retrictive. "My main concern is for he children of lowa who won't know whether their teachers are

### President orders

removal of art work

EL PASO, TEX,-The president of El Paso Community College ordered the removal of a controversial poster after students and staff members complained it was o fensive. The poster (right), called 'Madonna and Child,'' was created by a student to advertise an art

Leonardo de la Garza, the college's president, said he had been told that students were destroying the posters. He said he had asked that they be removed because of Mr. He detained while the U.S. | the "potential for the situation to Immigration and Naturalization get out of hand." The poster had Service decides whether to deport | been approved earlier by a panel of college officials.



### crawled on campus wall

Asian American Studies Now, that had been painted by Asian-American students on a wall at Pomona College was defaced to read "Asian Americans Die the Rube Goldberg nationality

The original slogan was painted on a wall near a dormitory that | and the Temple of Rube Gat had been set aside for students' graffiti. Many of the college's 236 Asian-American students have been campaigning for the establishment of an Asian-Americanstudics program at the Claremont Colleges, a consortium of six private colleges, including Pomona.

"The defacing of the wall is a clear sign that racism exists in Po- | plex machines to perform single mona," said Vivek Malhotra, a tasks. Pomona student and a member of the Asian American Student Alliance, a Claremont Colleges

Maintenance employees reitored the Asian students' slogan, and campus and Pomona police are investigating the incident.

In other incidents, anti-Semitic messages were aimed at students at two California col-

### njured fraternity member settles sult for \$150,000

PULLMAN, WASH .- A former student at Washington State Uniersity who broke his neck at a fraternity party four years ago has settled a lawsuit against his and several other fraternities and the iniversity's InterFraternity

Eric A. Bolstad received \$150,-000 in the settlement. Mr. Boistad was paralyzed in 1988 when, as a member of the Sigma Chi fraternily, he dived into shallow water during a belly-flop competition at an annual, off-campus fraternity being prepared adequately," he party sponsored by Washington State fraternities.





with wacky machines

Students compete

### WEST LAFAYETTE, IND. four-year Purdue University is dition was broken this most when students from the Univers ty of Wisconsin at Madison to

The students came in first ve an entry called "Indiana lor berg." The machine revolute around the adventures of a movie character Indiana Jones he sought to unlock a doorbank his way to a hidden treasure. The contest (one entry in which i shown below) honors the carton ist Rube Goldberg, who special ized in drawing humorous, con-



### Safe-sex posters meet criticism

SALT LAKE CITY-Seeklag! romote "safe sex," a gay and esbian group at the University Utah put up dozens of poski around the campus depicting its naked men embracing. Adayset the group found the posters a been torn down.

Hanging the posters was first activity of the new group. campus chapter of the national ganization known as Queer in tion. The posters read: "Us" Condom Everytime." Se Speirs, a senior and a member the group, said it had obtain permission from university of cials before hanging the post Some students and alumnica

newspaper and telephone calls the university that the posts were too graphic. Some on t campus formed a group calls SMARTS-for Straight, Monogra mous/Married or Abstinent, Re sponsible Teachers and Str dents-to protest the posters.

About two dozen faculty men. bers have hung copies of the post er on their office doors to shor support for the gay and lesbia group's message.



### Vation's first collegiate steel band hits the road

Minois University's steel band pent their spring break performing before audiences in Taiwan. The band (above), believed to e the first steel band started on a

forth American college campus, as founded in 1973.

Since then, steel bands have

DEKALB, ILL.—Twenty current | been started on about 40 other and former members of Northern | campuses. The instruments, which originated in the West Indies, are made from 55-gallon oil drums and produce a sound simiiar to an organ.

The group's trip to Taiwan was supported by the National Concert Hall and the Ju Percussion Foundation, both of Taipei.



off a student loan? Stephanie G. Pierce certainly hopes so. Ms. Pierce plans to set up

house this week in the display window of Where's the ART! labove), the offbeat, coin-operated art gallery she owns here. The 1977 Portland State University graduate plans to live in the window-furnished with a bed, a porlable range-top, and a small refrigrator—until she raises \$6,000 to May off her graduate student loan to the Oregon State Scholarship | the space.

PORTLAND, ORE.—Can living in | Commission. Ms. Pierce borastore front window help one pay rowed the money to attend Georgetown University Law Center. She graduated in 1980 but decided to give up corporate law in 1983. Later she put her artistic talent to work by opening the art gallery. But the business hasn't been profitable, and Ms. Pierce has fallen behind on her loan repayments. Now the State of Oregon is pressuring her to pay up.

So far, Ms. Pierce has received \$375. She is expecting more money to roll in after she moves into



### A Part-Time Job as a Hollywood Mover and Shaker

I.OS ANGELES

In the chic, gray offices of the 64th Annual Academy Awards, Gilbert Cates is working the phones. With two and a half weeks to go before the show, Mr. Cates needs to plug the holes, as he puts it. Reaching an agent, Mr. Cates

goes over the film schedule of an actor he's wooing to present an award on the show. "You represent Robert Duvall, right? I'm calling because I'd like him on the show. It's March 30th and the rehearsal is on Sunday. What film is he doing? Here in L.A.? I know he's fond of Anjelica Huston and we could do something with her, or alone. If he's available and interested, let me know, and I'll get back to you with what I have in mind."

He hangs up and makes a note on the board that shows the latest lineup of people who will present awards. A parade of assistants bcgins appearing in the doorway. One talks about the touring schedule of Jessica Tandy, who is promoting Fried Green Tomatoes in London. "Find out when she gets back to America," he says. Another tells him that a studio head is on the phone. He takes the call.

### Three-Month Leave

Just another day in the life of the working dean of the theater, film. and television school at the University of California at Los Angeles.

Most days find Mr. Cates at the school, overseeing its graduate and undergraduate programs, 100 faculty members, and 650 students. But come January, he takes a threemonth leave to produce television's

ultimate variety show. Mr. Cates, a highly respected director and producer, was tapped to head the reorganized school last year. He is the first dean of the school, created by combining the theater and film and television programs under one roof. The reorganization and Mr. Cates's appointment have brought a professional emphasis and a renewed sense of many professors and students say.

That is partly because of Mr. Cates's career, which spans film, Broadway theater, and television. Among the movies he has directed are I Never Sang For My Father (1970), which received three Academy Award nominations, and Summer Wishes, Winter Dreams (1973), which earned two Oscar nominations. In the 1980's, he served two terms as president of the Directors Guild of America. Mr. Cates also show won an Emmy.

"The show is coming together wonderfully," Mr. Cates says, sitting down to a quick lunch in the Oscar offices, which will close after the show. He contacts dozens of actors for the show, but the cast of characters is likely to change. And this year's show may be controversial, since gay activists plan a disruption to protest the portrayals of homosexuals in two films nominated for best picture.

Although some preparations for



a film, a play, or a television show."

ting it all together still involves a lot of ego stroking, an inexact science. Much of his time is spent on the phone negotiating with agents, who sometimes try to angle for ways to get other clients on the show, too. lt's a circus," Mr. Cates admits.

### A Favorite Metaphor

The circus is one of Mr. Cates's favorite metaphors (he wrote his master's thesis on the subject at Syracuse University). "Actually, UCLA is a circus," he muses. "That might seem like a lighthearted description. But think about it: diverse elements coming together for vigor to the school's programs, an audience-in this case, the stu-

Mr. Cates may come straight out of Hollywood, but he looks and sounds the part of the professor. More partial to tweeds than to Armani suits, he is described by students and professors as thoughtful and down to earth. Peter Guber, the head of Sony Entertainment, a visiting professor at the school, and a member of the search committee for the dean's job, says he recommended Mr. Cates because of his "He's humanistic and he can get people to work together. That's what the school needed."

At some universities, the theater, film, and television programs are separated by a kind of academic Iron Curtain, with little interaction—and some enmity—among them. That was the case at UCLA until two years ago. Mr. Cates believes that each has something to say to the other.

"Most of my friends are in all three," he says. "In the real world,

the show are highly technical, put- there is a relationship between all three, whereas in a university, the three disciplines are kept totally

That interdisciplinary approach was evident in a course Mr. Cates taught last year, where students read the play, Children of a Lesser God, saw the movie, and met with Mark Medoff, who wrote both the play and screenplay. "All drama is conflict and resolution, whether it's a film, a play, or a television

### **A Century of Film**

Growing animated, he mentions the opening musical number of last year's Oscar ceremonies as an illustration of his thinking. Pulling out a videotape of the show, he is eager to prove his point. Probably the most expensive opening number in television history, the segment highlights 100 years of film in a sixminute montage of movie clips accompanied by dancers performing first via satellite from a Paris theater and then in Los Angeles.

Although it may look effortless, it wasn't. More than three months in the making, the segment, which produced the last two Oscar shows, professional experience as well as includes clips of more than 100 his leadership abilities. "Gil has an films, is stunning in its technical over previous telecasts; last year's unusual blend of skills," he says. complexity. As shots from Casablanca, Taxi Driver, Goodfellas. and other films whiz by, the dancers seemingly melt back and forth into the action on the screen behind them. "It's amazing, if I say so myself," he says, looking contented.

For clues to what Mr. Cates may accomplish as dean, watch that segment. It's an excellent example of a blurring of all three genres: live dancers becoming film on television. Says Mr. Cates: "If anything is relevant to what I do at UCLA, it's

The Chronicle of Higher Education (125N 0009-5982) is published weekly axcept the third week in August and the last two weeks in December, at 1255 Twenty-Third Street, N.W., Westigston, D.C. 20037. Subscription rate: \$67.50 per year. Second-class postage paid at Weshington, D.C., and at additional mailing offices. Copyright © 1992 by The Chronicle of Higher Education, Property of the Chronicle of Higher Educations. The Chronicle of Property of the Chronicle of Higher Education of the Chronicle of Higher Education of the Chronicle of Higher Education of the Educ

### The scholarly battle over access to the Dead Sea Scrolls may now be over. A microfiche edition of the Dead Sca Scrolls will be published next fall in the Netherlands with the agreement of

the Israel Antiquities Authority. Emanuel Toy of the Hebrew University of Jerusalem, who heads the international team of scholars now deciphering the scrolls, will edit the volumes, which will contain photographs of the scroll fragments that have not yet been officially

Last fall the Biblical Archaeological Society in Washington published an unauthorized, two-volume edition of the photographs, which had been obtained from an undisclosed source, but an Israeli court later issued an injunction that stopped distribution of the books. The forthcoming publication has the endorsement of Israeli authorities.

Mr. Toy noted that the microfiche edition was intended to supplement, not replace, the continuing work of deciphering and publishing scholarly editions of the

"This is raw material," he said. "But the minute scholars have the raw material in hand, it is of great significance. Scholurs will now be able to examine the thousands of fragments we have and may in some cases dispute how we have pieced them together or deciphered them."

The new edition will be published by E. J. Brill of Leiden and will cost

A tour guide who occasionally used a small research telescope at the University of Texas at Austin's McDonald Observatory in his spare time has discovered a supernova, or exploding star, in a galaxy 75 million light-years from Earth.

Bill Wren, a social worker by training who has conducted public tours at the observatory since 1990, made the discovery last month while using the observatory's 30-inch research telescope.

Mr. Wren, an amateur astronomer, had spent the past year searching about 800 galaxies for supernovae on small research telescopes at the observatory when they were not being used by professional astronomers. Those opportunities typically occurred on nights when moonlight obscured the detailed and distant observations needed by researchers. It was on such a night that Mr. Wren made his discovery of the supernova.

The supernova is located in Noc 5377, a spiral galaxy similar in structure to the Milky Way. Using a telescope, astronomers say the object can be seen near the handle of the Big Dipper in the constellation Canes Venatici.

J. Craig Wheeler, a professor of astronomy at Austin, said, "As far as we can tell. Bill's supernova is not one of the brightest ones, but that makes it more precious." "It's more valuable." he added.

"because it's rare."

# **Scholarship**

# Technology Allows Engineers to Make Solid Objects From Computer Designs

Researchers say 'rapid prototyping' may lead to 'desk-top manufacturing'

By DAVID L. WHEELER

Engineers predict that an era of "desktop manufacturing" will evolve from newly developed machines that quickly turn three-dimensional computer graphics into solid objects.

Computer operators using the technology, now known as "three-dimensional printing" or "rapid prototyping," can use their keyboards to sculpt an object on their screens. Minutes later, they can hold a paper, plastic, or ceramic version of that

The technology was originally conceived to help engineers design products ranging from tools to cars. Rapid prototyping, engineers say, can shorten the time between a product's conception in a designer's mind and its execution on the factory floor.

"You can check form, fit, and function with a prototype in a matter of hours instead of waiting days or weeks," says William Bites, a professor of computer-aided engineering at the University of Louisville. Mr. Biles was commissioned by IBM to evaluate rapid-prototyping technologies.

A handful of companies have introduced rapid-prototyping systems to the market, and university researchers are trying to improve on those processes, racing to invent new ones, and developing new uses for the

The equipment has already helped physicians plan reconstructive facial surgery, aided mathematicians pondering topographical problems, and assisted a golfclub manufacturer who was designing a

### Systems Are Expensive

"There's nothing like a physical model to give presence to a concept," says Norman F. Kinzie, an architect and inventor in Needham, Mass., who holds a patent on a three-dimensional printing process. "There are times when an image on a computer screen is just not good enough. You have to have a group of people handle

The rapid-prototyping systems on the market are expensive. Mr. Biles is shopping for a complete system. He says he expects to pay about \$500,000—not includ-

The proprietary materials used to make the prototypes in some processes are also expensive-\$100 a gailon for the liquid plastic used in one process.

Cynthia C. Jara-Almonte, an assistant professor of mechanical engineering at Clemson University and a researcher in the Intelligent Design and Rapid Prototyping Laboratory there, sees a cheaper alternative ovolving.

"I think rapid prototyping is going to

come out with a lower-cost output device-like a workstation or a laser printer," she says. "It will sit next to an engineer's desk and you can design a product. push a button, and get a 3-D output."

At the other end of the cost spectrum, Ms. Jara-Almonte says, will be machines capable of producing a few hundred parts or making one-of-a-kind designs. One of her colleagues at Clemson hopes to use rapid prototyping to make replacements for damaged hip joints.

"The early role of rapid prototyping was 'touchy-feely'---to give an artist or engineer something they could react to," says Saul Young, director of the Center for Advanced Manufacturing at the University of Dayton. "Now people want a real working

Most of the rapid-prototyping processes are based on a relatively simple iden-that cut the paper away," says Mr. Weiss, Ry id prototyping in metal, the Carnege Me lon scientists say, will make it case to create functioning parts.

In the first stage of rapid prototying computer operator familiar with threemensional graphics programs designs the object or part. Such programs vary, by they usually offer the user a rependired basic shapes, such as blocks, sphere, at cones. The computer operator can deter mine the dimensions of the shapes, as then orient and combine them while wated ing on a monitor.

### Some Troublesome Stages

Once a designer is pleased with whate, be viewed on the computer screen, or commands must be added to specify by the object will be made into a solid shap The stages between the design and the

"There are times when an image on a computer screen

is just not good enough. You have to have a group

of people handle something."

three-dimensional objects can be built up layer by layer.

"You decompose a three-dimensional problem into two-dimensional parts," says Lee E. Weiss, a senior research scientist at Carnegie Mellon University's Engineering Design Research Center.

The processes used to make the layers vary. In one, a laser traces the shape of each layer in a vat of resin that hardens when it is touched by the laser's light. After one layer is shaped, the object is dropped lower in the resin bath and a wiper blade evens out a new layer of liquid resin on top of the previous layer. Then the laser traces out the shape of the next layer.

In another process developed at the University of Texas at Austin, a laser fuses wax, plastic, or metal powders that are rolled out in successive layers.

### Recently Patented Process

At Carnegie Mellon, a recently patented process builds up layers with sprayed metals. To begin the process, a laser cuts a stencil from a sheet of paper with two layers, one of which can be peeled off from the other one. Then a robotic arm sprays an even layer of metal into the hole or holes formed by the stencil.

After that layer is sprayed, one paper layer is peeled off to remove metal that was sprayed beyond the prototype's outline. One sheet of the two-layered paper remains after each step to support any overhanging features on the prototype.

"You build up a paper cocoon and then

printing stages have been troublesome rapid-prototyping technology. At Care Mellon, Mr. Weiss says that in the pasts has sometimes taken weeks or e months to write the programs needed translate a complex shape into the or mands that a machine uses to make app

A designer or a computer programme to determine how a prototype should be oriented during the layer-by-layer (\*\*) struction process. A cylinder, for example can be more easily constructed if it standing upright and is made from a stad of circles than if it lies on its side and cal

Orientation is also important to try avoid what rapid-prototype engineers a the "stair-step effect"—the distraction terraces that can be seen when relative thick layers are used to create shall

out of an object—like the balcony model of a house—are being made, they layers are usually so thin that they sag a they are not supported.

That means that some sort of supp must be built under overhangs, and computer programs or the object's designation have to plan for them. Supporting calling vered features is more of a problem fa some prototyping methods than for other

Programming problems are being eased somewhat as more computer gaphics

software operates in three dimensions instead of two, creating mathematical representations of surfaces that would be invisi-

ble from the viewpoint of the person

Larry Dooley, a professor

of bloongineering, looks forward to helping urgeons use rapid prototyping technology to do customized bone implants.

watching a computer monitor. Standard computer programs and "slicing" algorithms, which break down graphic representations of objects into layers. have been devised to help ease the conversion of shapes described in three-dimensional software to finished objects. Increasingly, those who write graphics programs are also planning for threelimensional output.

At Clemson University, Larry Dooley, a professor of bioengineering, is using the increasing capabilities of three-dimensional graphics programs to help surgeons re-

Mr. Dooley has designed a computer program that uses the information from Xrays to compare the size and shape of a patient's hip joint with standard sizes of artificial replacements. Mr. Dooley is also planning for the day when he can help sureons use rapid-prototyping technology to do customized bone implants.

### Surface Texture and Color

The hope is that bones damaged by arthritis, accidents, or tumors could be replaced with artificial bones of an identical size. The speed of rapid-prototyping processes would mean less of a wait for patients in need, Mr. Dooley said.

Rapid-prototyping technology is increasingly being proposed for such critical uses. But engineers caution that the strength and the accuracy of the prototypes being made still need improvement. While models created by rapid-prototyping systems can be machined to make sure they meet close tolerances, that adds an extra step to the process.

Design-oriented engineers and artists Who have become interested in rapid prololyping also hope to add more variety in surface texture and color to prototypes.

Mr. Kinzie, the inventor in Massachusetts, has conceived a process that could combine the bonding between layers of The layering processes create one add plastic or paper with the coloring of each tional problem during manufacturing layer. No such system yet exists, but theo-When the first layers of a feature that in retically an object made from such a process—a model of a human brain, for example-could be opened at any layer to reveal in color the details of its interior.

With such a system, Mr. Kinzie says, Universities could purchase data bases of archaeological and biological specimens and print them out for students to examine. "The technology is a long way away, but there is no fundamental reason why lamihation can't reach the level of fine resolulon that would be necessary for that," he



Scholarshir

A team of chemists at the Pennsylvania State University has discovered a new class of ball-shaped molecules with unique properties that, scientists say, could lead to the development of new materials for use in electronic devices, computerinformation storage, and pollution-control technologies.

Each of the molecules in this new class, called metallo-carbohedrenes-or "met-cars"--consists of 12 carbon and 8 titanium atoms arranged in a cage-like structure. Researchers say the arrangement is unique, since no other combination of titanium and carbon atoms has been found by scientists to be chemically sta-

Details of the discovery were published in the March 13 issue of Science by a team of scientists headed by A. Welford Castleman, Jr., a professor of chemistry at Penn State.

Mr. Castleman said the structure of the molecules in the new class appeared much "like a hollow ball made of 12 sections shaped like pentagons and arranged in a rounded, cage-like structure."

The researchers discovered the molecules while working on an experiment involving the reaction of metal atoms and ions with organic molecules, some of which led to the formation of polymers. When they measured the products of the reactions on a mass spectrometer, an instrument that identifies a material by determining the collective mass of its constituent atoms, they discovered they had created many copies of a molecule containing titanium and

Mr. Castleman said the scientists knew immediately that the molecules were of a class that had not been seen before.

"We think the molecules represent an entirely new and broader class of molecular clusters that we expect to have unusual chemical and physical properties with many potential applications," he

William Happer, director of the Office of Energy Research at the U.S. Department of Energy, which financed the research, said such "clusters may be useful for novel catalysis of chemical reactions, new electronic-materials applications, and possibly in modifying proteins in living organisms.

"Pollution control and mitigation and the production of new whether the chemicals, the vita- cal oceanography at Hebrew Unichemicals may also be areas of mins, or the fiber in vegetables practical application of this new class of molecules," he said. "The uniqueness and stability of cal, the scientists isolated all of fessor of oceanography at Florida the 'met-cars' may also lead to the chemicals that make up broc- State University. their eventual use as tracers in biological and environmental sys- each one to make cells produce tems, such as in ecosystems and the atmosphere."

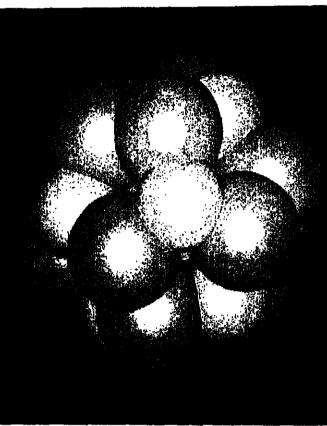
---KIM A. MCDONALD

Scientists have isolated a chemical in broccoli that they believe helps prevent cancer

The researchers have also found a way to measure the amount of the chemical, sulfora-

### RESEARCH NOTES

- Chemists discover a new class of ball-shaped molecules
- Scientists isolate an anti-cancer chemical in broccoil
- Winds may have parted waters in biblical crossing of Red Sea
- Whites more likely than blacks to have coronary bypass surgery
- Victorian wives maintained family's social status, scholar says



A. W. CATLEMAN, PRINSYLVANIA STATE U.

This computer model of a metallo-carbohedrene molecule shows the titanium atoms in green and the carbon atoms in purple.

and where such an event could

The idea put forth by the two

scientists in the March issue of

they said, to consider from the

perspective of physical oceanog-

raphy how the Red Sea could

have parted, allowing the Israel-

ites to escape from pursuing

In their article, Nathan Paldor

and Doron Nof contended that

strong winds of 40 knots or great-

er, blowing for 10 hours, could

have significantly dropped the

amounts of water onto the shore-

Rhode Island. Mr. Nof is a pro-

Mr. Paldor said their idea,

which, according to the biblical

at the University of

have occurred.

Egyptian soldiers.

the sea floor.

foods. Paul Talalay, a professor have proposed theories of how of phurmacology at the Johns Hopkins Medical Institutions, and other researchers there reported their findings in the March 15 issue of the Proceedings of the National Academy of Sciences.

The Johns Hopkins scientists said they had established that sulforaphane is a potent stimulator of cellular enzymes that help the cells block the action of chemicals capable of causing tumors. The scientists do not yet know if sulforaphane can also help prevent the cancerous tumors that

can arise spontaneously in tissue. Epidemiologists have noticed that those who regularly eat vegetables, particularly cruciferous ones such as broccoli and Brussels sprouts, have lower cancer rates. But even after the latest finding, scientists are uncertain

confers the protective benefit. To find the protective chemicoli and then tested the ability of the protective enzymes.

-DAVID L. WHEELER the parting of the water, but the

Two oceanographers have account, "covered the chariots come up with an explanation and the horsemen" from the for the parting of the waters Egyptian army. that enabled the Israelites to cross the Red Sea in the biblical analysis shows that both val-

cal story of the Exodus.

tion," Mr. Paldor said. "Once the wind relaxes, the water abruptly returns to its pre-wind position in the form of a gravity wave traveling at the speed of 10 knots, which can then flood the entire receding distance in only four minutes-not leaving enough time for the Egyptians to escape.' The researchers noted that

(about one to two miles) are more

than sufficient to cause the ca-

lamity that befoll the Egyptians

according to the biblical descrip-

their theory is supported by the Bible's description of a strong wind that blew for the entire night before the crossing and the unusual geometry of the shoreline and bottom of the northern part of the Gulf of Suez.

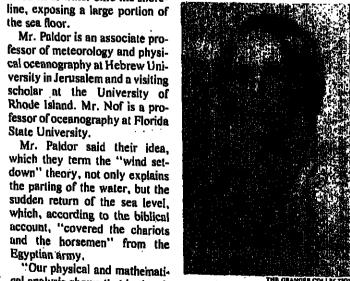
Biblical scholars who have translated Hebrew texts of the book of Exodus believe the incident did not take place across the Red Sea, but at a marshy area at the northern end of the Gulf of Suez known as the Sea of Reeds.

The two researchers said that part of the gulf has an undersea ridge that could have been used by the Israelites as a bridge. It also has a very large sea-surface slope, over which the windwhipped water could have been pushed, giving the appearance, according to the biblical account, that "the waters were a wall unto The Bulletin of the American Me- them on their right hand, and on teorological Society is the first, their left."

> Whites are more apt to undergo coronary-artery bypass surgery than blacks, researchers sav.

> The operation is intended to help patients who have heart muscles that are not getting a sufficient supply of blood.

Kenneth C. Goldberg, a prosea level by pushing large fessor of biostatistics and clinical



ues for the drop in the sea-surface "Wives and Daughters" turns the For many years, historians, ar- height (about 10 feet) and with- Victorian myth of the "angel phane, that is present in other chaeologists, and other scholars drawal distance for the water in the house" on its head.

epidemiology at the Medical Col. lege of Wisconsin, with colleagues from the Muyo Clinic and the Health Care Financing Ad. ministration, analyzed the records of all Medicare patients in the United States in 1986.

The researchers studied the rates of coronary-artery bypass surgery in each state and reported their results in the March 18 issue of The Journal of the American Medical Association,

They found that about 40 out of every 100,000 white men had undergone the operation, but only about 9 out of every 100,000 black men had done so. The scientists said that they were not sure why the difference existed, but that it might be due to physicians' prejadice or a lack of insurance that can supplement Medicare.

--D.L.W.

Wives in Victorian households played the signification economic and political roled acquiring or maintaining the family's social status, says aliferature scholar at the University of Florida.

A key Victorian social myth that is often found in the novelsof the period, writes Elizabeth Langford in the March issue of PMLA, is that of the middleclass wife as the "angel in the house"-the moral and emotional center of the household. From such a perspective, women are understood to be subservient to

Looking at the Victorian woman's place from the point of view of class, Ms. Langford argues. turns the myth of the angel in the house on its head. While the middie-class husband earned the resources to support the household, the wife managed those resources to maintain the family's status-a job that included not only dealing with servants and other members of the lower class, but also negotiating the family's own place in the class hierarchy. The Victorian woman's major, and very important, role, Ms. Langford says, consisted of

"class management." That female role can be seen in various manifestations in the fiction of the period, Ms. Langford writes. In Charles Dickens's David Copperfield, for example, David marries a woman, Dora Spenlow, who is manifestly incapable of "class management" and, as a result, the household's status is jeopardized.

By contrast, the character of Mrs. Gibson in Elizabeth O kell's comic novel Wives and Daughters is expert at her task. In that novel, Mrs. Gibson is the second wife of a doctor-a position that, in Victorian society. carried an ambiguous social status-who has been trying, not very successfully, to raise 8 daughter on his own. Mrs. Gibson manages not only to bring order to her new household, partly by dismissing some of the old servants, but also to secure for her own daughter and her stepdaughter socially prestigious marriages.

-ELLEN K. COUGHLIN

### **NEW SCHOLARLY BOOKS**

\$45). A study of the 18th-century English periodical Political Controversy, which reprinted essays along with editor's nanotations, material from other publications,

and original contributions from readers

focuses on essays written for and against

the government's position in treaty reso-tiations after the Seven Years War.

Television in Europe, by Eli Noam (Oxford University Press; 408 pages; \$39,95), Dis-cusses the development of cable- and conventional-television systems in some 30 countries.

\$55). Reports on research conducted over

Compiled by NINA C. AYOUB
The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approximale. Some publishers offer discounts to scholars and to people who order in bulk.

### MITHROPOLOGY

CRIMINAL JUSTICE The Bestman Myth: The Making of a Na-sibian Underclass, by Robert J. Gordon (Westview Press; 304 pages; \$55). Identi-Boston's Lower Criminal Courts, 1814-1850, by Theodore Ferdinand (Universi-ty of Delaware Press; 240 pages; \$36.50). tions about the culture ar biliory of the Bushman or San people of Describes the modernization of the city's municipal and police courts during a period of rapid social and economic change. Policing a Socialist Society: The German Democratio Republic, by Nancy Travis Wolfe (Greenwood Press; 264 pages; SSS) Reports on research conducted over

history of the Bushington Reform in southern Africa. Cat Radat A Study of Agrarian Reform in the Hemeland of Cardenlamo, by John Gledhill (University of Texas Press; 350 Gledhill (University of Texas P pages: \$30). Combines oral testimony and biorical sources in a study of the effects of Mexican land-reform policies in Gua-

of Mexican land-reform policies in Guaracka, Michoncán, during and after the
presidency (1934-1940) of Michoncán-naive Látaro Cárdenas.

Rai Maya Texts With a Grammatical Overview, by Charles A. Hoffling (University
of Ush Press; 32) pages; \$35). Edition,
tambion, and study of transcribed
texts of the Itaá Maya ianguage gathered
during fieldwork in Mexico's Yucatán region in 1979-1980 and 1988.
Tetay There is No Misery: The Ethnography
of Saming in Northwest Portugal, by Jeffery W. Beatley (University of Arizona
Press; 177 pages; \$29.95). Combines an-

Press; 177 pages; \$29.95). Combines an-

Press; 177 pages; \$29.95). Combines anhypology and ecology in a study of agricultural and social change in the rural
paish of Pedralva.

\*\*Meses's Medicines: The Zer-Bori Cult in Afde and Bayond, by 1. M. Lewis, Ahmed
Al-Sifi, and Sayyid Hurreiz (Edinburgh
University Press; distributed by Columbis University Press; 296 pages; \$69).

\*\*Sewers a paish healting cult with mem-Discusses a spirit-healing cult with mem-bers is African and Arab countries.

Zapelso Women, by Lynn Stephen (Uni-versity of Texas Press; 316 pages; \$35 hardcover, \$14.95 paperback). Considers now weaving for export has affected the lives of women in several Zapotec Indian iffer around Oaxaca, Mexico.

The Origins of Southweatern Agriculture, by R. O. Matson (University of Arizona Press; 376 pages; \$60). Proposes a theory of the origins of what is referred to as the Bustemaker II culture of the American Southwest.

### AIT AND ARCHITECTURE

Artifecture, Ceremonial, and Power: The Iskapi Palace in the Fifteenth and Sixtem Centuries, by Colru Necipoglu (Mr. Press; 384 pages; \$50). Discusses the Islanbul palace in connection with such issues as the relationship between schizeling and sixte the Islanbul palace. tuen issues as the relationship between schlecture and ritual, the ideology of absolute sovereignty, and changing perceptions of buildings throughout history. Buildings throughout history. Buildings and Cammunionation in the Age of Romanticiam, by issues and Leaues de Caso (Princeton University Press; 288 pages; \$49.50). Expected the principles and writings of the Meeting Frost; 200 pages; 343.307, And Meetings of the frach aculyor Pierre-Jean David D'Anters (1788-1856); includes previously unimolated metables. aled material.

inosisted material.

Is Corbuster and the Myatique of the Sash: Theories and Projects for Moscow, 1828-1838, by Jean-Louis Cohen (Pinceton University Press; 300 pages; 1650). Describes the Swiss architect's stain projects for the Soviet Union.

Is at and Consumer Culture: American type Market, by Christin J. Mamiya (University of Texas Press; 245 pages; 33) bardcover, \$17.95 paperback). Shows bow pop art's links to 1960's consumer bow pop art's links to 1960's consumer pite art critics' initial opposition

# Mark Market

hte Zeeland's Reconomic Native Plants, by R. C. Cooper and R. C. Cambie (Oxford University Press; 264 pages; \$49.95). Conbines Western and indigenous Macri perspectives in a study of past, present, and future uses of the country's flora. 

Manadag Change for Competitive Suc-cas, by Andrew Petitizrew and Richard Wapp (Basil Blackwell; 304 pages; 30.93), Uses data from four industrial scious to examine how British compa-dia manage strategic change.

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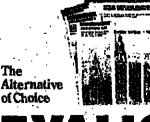
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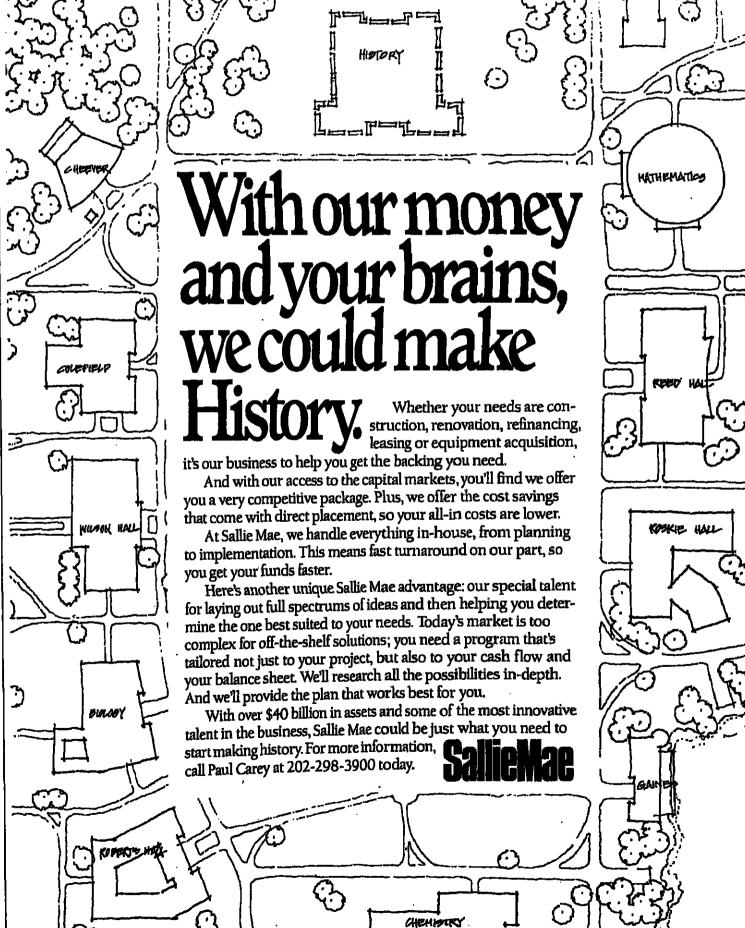
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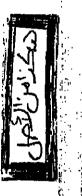
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Gender in Spanish and Spanish Ameri-Gender in Spanish and Spanish American Narrative, by Paul Julian Smith (Ox-

ford University Press; 248 pages; \$551. A study of Spunish. Mexican, and Argentine literature since the 15th century.

Rousseau's Occasional Autobiographies, by Susan K. Jackson (Ohio State University) sity Press; 280 pages; \$40). Describes how the French philosopher and writer's

carly "self-inscribed" writings influ-enced his 12-volume autobiographical masterwork. Confessions.

Seeking Awareness in American Nature Writing: Henry Thoreau, Annie Dillard, Edward Abbey, Wendell Berry, and Barry

Shakespeare's English: Language in the History Plays, by W. F. Bolton (Basil Blackwell; 256 puges; \$49.95). Uses a computer-based analysis of the Folio and

Quarto texts to discuss linguistic form and content in the 10 history plays. Strange Power of Speech: Wordsworth Coloridge, and Literary Possession, by Susan Eilenberg (Oxford University Press; 278 pages; \$35). Shows how ideas about property, propriety, and posses-sion shaped the work and relationship of

Lopez, by Scott Slovic (University of Utah Press; 213 pages; \$17,95). Describes

the five American nature writers' preoc-

cupation with the psychological phenom-

enon of awareness.

the two English Romantic poets.

A Theatre for Cannibela: Rodolfo Uaigil and the Mexican State, by Peter Beardsell (Fairleigh Dickinson University Press; 248 pages; \$39.50). Describes the 20thcentury Mexican dramatist's ambivalent view of his nation's identity.

"When Beauty Fires the Blood": Love and the Arta in the Age of Dryden, by James Anderson Winn (University of Michigan Press; 496 pages; \$34.50). Focuses on how Dryden's views on sexuality shaped his ideas of nature and art, beauty and virtue, and imagination and judg-ment.

tential Theory, by Maciej Klimek (Oxford University Press; 288 pages; \$59.95). Discusses the relationship between two concepts in pluripotential the tions and the generalized complex

ineight and industry: On the Dynamics of Technological Change in Medicine, by Stuart S. Blume (MIT Press; 300 pages; \$30). Presents case studies of the devel opment of four major advances in diag nostic screening—ultrasound, thermography, computerized tomography, and nuclear magnetic resonance.

The Art of the Violin, by Pierre Marie Bail-lot, translated by Louise Goldberg (Northwestern University Press; 545 pages; \$57.95 hardcover, \$29.95 paperback). First English translution of the French violinist's 1834 treatise. Ignacy Feliks Dobryzyński and Muelcal Life in Nineteenth-Century Poland, by Wil-

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and relevance of the concept of civilsa

ely in the contemporary era; theony, discussed include Hannah Arendi, kechel Foucault, Jürgen Habermas, Natl-Luhmunn, and Carl Schmitt.

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ven Taubeneck (Stanford University Press; 200 pages; \$35 hardcover, \$119

paperback). Explores interprelations a Nietzsche's work by two 20th-cents

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\$44.95). Explores a variety of tops in
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children's language and roboth makes

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Pragmatist Aesthetios: Living Beeth, 8thinking Art, by Richard Shustemanis vil Ithickwell; 288 pages; A49 ketcover, \$21.95 paperback). Draws out:

of nesthetics for the postmodern en.

Travel as Metaphor: From Montelga by Rousseau, by Georges Van Den Abbet (University of Minnesota Press; it) pages; \$34.95 hardcover, \$14.95 page, huck). Discusses writings by Montage Descurtey. Montesquieu, and Rousself

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ism and the Basis of Sceptisism, by term and the Basis or soepticism, by chuel Williams (Basis Blackwell, Pages, 544.95). Challenges the action the urguments of philosophical starcism are natural or intuitive, and and instantial that the transfer of the second and instantial that the second are second as the second and instantial that the second are second as the second area.

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Business Associations and the New Pell cal Economy of Thalland: From Bath cratic Polity to Liberal Composities ( Anek Lauthamatas (Westview Press, A

pages; \$41.50). Discusses the role t chambers of commerce, trade used tions, and other organizations in Talp

Ilitical and economic development.

China Diplomacy: The Washington Toly
Beiling Triangle, by John F. Cown
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The Church and Politics in the Cissal Countryside, by Hannah W. Stear-Gambino (Westview Press; 200 pags \$49.95). Focuses on the issue of agricultural common of the shifting politic lic Church.
Collective Bargaining in State and tell Covernment, by John Pairick Pidulid (Praeger Publishers; 144 pages; \$39% Examines government employers policies toward unionization.
The Conservative Political Tradition is all and the United States, by Anti-Aughey, Oreta Jones, and W. T. K. Riches (Fairleigh Dickinson University Press; 180 pages; \$35). A companie.

Press: 180 pages; \$35). A comparative study of the writings of British and Andican conservative thinkers.

The Contentious Alliance: Trade Uoled and the Labour Party, by Levis Missis and the Labour Party, by Levis Missis (Edinburgh University Press, 752 pages, \$35). Explores power relations between Britain's Labor Party and trade-uoled Britain's Labor Party and trade-uoled grovement.

Britain's Labor Party and toammovement.

Decline and Diacontant: Communism and the West Today, by Paul Holland (Transaction Publishers: 314 past: \$32.95). Juxtaposes two recent phesonal-the collapse of Communist relation in the late 1980's and what is described the erosion of cultural values and solid cohesion in the West since the 1980's.

Democider Nazi Genocide and Mass Redder, by R. J. Rummet (Transaction Paulishers: 159 pages; \$27.95). Altempts Mishers: 159 pages; \$27.95. Altempts Mishers: killings of Jews, Gypsies, Poks, Wazi killings of Jews, Gypsies, Poks, Ukrainisms, and other groups.

The Difficult Triangle: Mexico, Galtai America, and the United States, by H.

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sity Press; 249 pages; \$24.95]. Genius and Talent: Schopenhauers in

Rodrigo Jauberth and others (Westview Press: 192 pages; \$45 hardcover, \$15.95 pagerback). Topicy include the U.S.-Mexican free-trude agreement, and Mexiliam Smialck (Edwin Mellen Press, by pages; \$69.95). Combines a biograph of the composer with discussion of history try's cultural and political history. Richard Strauan's "Elektra," by Bryan Liam (Oxford University Press; 284 pages 49.95). A study of the German compact's 1909 opera; draws links with his lew work. Der Rosenkavalier (1911). co's role in Central American peace nego-

co's role in Ceitain Anterior tations.

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Successor States, Eastern Europe, and the International Trading System, by Leah A. Haus (Brookings Institution; 140 pages; \$28.95 hardcover, \$10.95 paperback). Discusses the problems of integrating former Eastern-bloc countries into the global economy, with particular reference to the General Agreement on Taiffs and Trade.

Jada's Pro-Arab Polloy: A Study in Continuity, by Richard Edmund Ward (Praeger Publishers; 184 pages; \$39.95). Identifies economic, political, and psychological factors that have shaped India's policy toward Arab countries since the 1920's, and argues that there has been a lack of Civil Society and Political Theory, by Ret.

L. Cohen and Andrew Araio IMIT Pro.
600 pages; \$45). Discusses the modern.

and argues that there has been a lack of reciprocal support on the part of those nations for India.

halibolusis and the French Communist Party: Disillusion and Dealine, by Sudhir Hazareesingh (Oxford University Press; 176 pages; \$79). Traces the rise and de dine of French intellectuals' identification with the CP from 1945 to 1989.

Palestine and the Egyptian National Identi-ty, by Ohada Hashem Talhami (Praeger Publishers: 192 pages; \$45). Sets Egypt's regionally controversial role in the Cam David peace agreements in the context of debales over Egyptian national identity

enters of the 19th century.

Political Conflict in Southern Europe: Regulation, Regression, and Morphogenesis, by Eduard A. Ziegenhagen and Kleonenis S. Koutsoukis (Praeger Publishers;

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Pathesis of Tradition and Modern in the Brolution of Third-World Societies, by Noderi A. Simonia (Greenwood Press; 192 pages; \$45). Explores the processes of social, economic, and political development in Asia and North Africa.

Whaten European Integrations: Implica-tions for U.S. Polloy and Strategy, by Mi-chael J. Collins (Praeger Publishers; 160 Pages; 339.95). Considers how the changns political and economic situation in surope may alter U.S. military stratesy

### PSYCHOLOGY

Ethnie Minority Identity: A Social Psychological Perspective, by Nimmi Hutnik (Oxford University Press: 216 pages; 355). Explores issues of identity and intelation for ethnic minority groups, with particular reference to group relations in

Main,

The Therapeutto Process, the Self, and Female Psychology: Collected Psychoanahile Pspers, by Helenc Deutsch, edited
by Paul Roazen, translated by Eric Mosbacher and others (Transaction Publishtr; 271 pages; \$39.95). Includes previously untranslated writings by the Polishborn American psychoanalyst who lived
from 1884 to 1982.

Understanding Versteley & Curet for Sur-

Indestanding Vygotsky: A Quest for Synthesis, by René Van der Veer and Jaan Valiner (Basil Blackwell; 400 pages; 139,95). Draws on previously unpublished correspondence in a study of the file and work of the Russian psychologist Lev Vygotsky (1896-1934).

Bargaining With Uncertainty: Decision-Making in Public Health, Technological Safety, and Environmental Quality, by Merrie G. Klapp (Auburn House: 168 Pages: \$42.95). Examines how regulatory decisions in the United Street deciaions in the United States are affected by public discussion of scientific uncartainty; includes comparative data on more closed-door approaches in Britain and France.

The Bible, Baconianism, and Mastery Over
Nature: The Old Testament and its Modern Misreading, by Cameron Wybrow
(Peter Lans Publishing: 231 pages;
34,95). Challenges the notion that Western lechnological mastery has its origins on lechological mastery has its origins in the triumph of biblical over pagan

Scholarship

C.S.Sp., and Religious Anti-Semitiam in the United States, 1938-1954, by Mury Christine Athans (Peter Lang Publishing) 265 pages; \$45.95). Argues that writing by the Irish priest and seminary professi

Fahey (1883-1954) provided a theological rationale for the anti-Semille views ex-pressed in Coughlin's radio broadcasts. pressed in Coughlin's radio broadcasts.

God's People in the wory Tower: Religion
in the Early American University, by Robert S. Shepard (Carlson Publishing: 174
pages: \$50). Discusses the emergence of
new scientific, comparative approaches
for the study of religion in the Harvard
Divinity School. Boston. Cornell, and
New York Universities, and the Universities of Chicago and Pengalyagaia.

sities of Chicago and Pennsylvania.
Images of Judalem in Luke-Acts, by Joseph
B. Tyson (University of South Carolina
Press; 218 pages; 529,95). Explores the depiction of Jews and Jewish religious in the Gospel of Luke and the Acts of the Apostic; argues that the texts are simulta neously pro- and anti-Jewish.

Positive Negatives: A Motif in Christian

Tradition, by Crerar Douglas (Peter Lang Publishing; 213 pages; \$39.95). Draws on theologian Augustus Hopkins Strong to develop a theory of Christianity as a "du-

Study of Heinrich Ott's Theological De-

ment: His Harmensutical and Ontofogical Programme, by Culin B. O'Con-nell (Peter Lang Publishing, 262 pages, 345,95). Describes Heidenger's influence on the work of the contemporary Entopo

### **BOCIAL WORK**

pecial-Needs Adoption: A Study of Intact Families, by James A. Rosenthal and Victor K. Groze (Praeger Publishers: 264 ruges; \$42.95). Includes comparitive data on the outcomes of different types of adontion, including transracial adoptions, adoptions of children with handicaps, and sibling-group adoptions.

American Stepfamilies, by William R. Beer (Transaction Publishers; 243 pages; \$29.951. Explores the internal and exter-nal dynamics of step families.

Arabs and Jews In Israel, Volume 2 Change and Continuity in Mutual Intoler-ance, by Sammy Smoohn (Westview Press; 357 pages; \$38.50). The second book in a two-volume study of communal relations in Israel; reports on surveys of Jews and Arabs conducted in 1985 and 1988.

Defenders of the Faith: Inside Ultra-Ortho dox Jewey, by Samuel Heilman (Schocken Books, 394 pages, \$27.50). An Orthodox Jews in Jerusalem and Tel-

Doing the Needful: The Dilomma of india's Population Policy, by G. Narayana and John F. Kantner (Westview Press, 187 pages; \$29.95). Considers cultural and social factors that have contributed to India's lack of success in population con-

Hidden Technocrats: The New Class and New Capitalism, by Hansfried Kellner and Frank W. Heuberger (Fransaction Publishers: 246 pages: \$29.95). Examines the emergence and structural role of a new knowledge-industry based clite class in American, British, Dutch, German,

in American, minimum.
Italian society.

The Legacy of Empire: Economic Decline and Class Polarization in the United States, by Berch Berberoglu (Praeger Publishers; 144 pages; 539.93) Argues that the internationalization of U.S. capitalish of American multinational companies has led to a de-cline in this country's domestic economy and increased friction between American

social classes. Reading Matter: Multidisciplinary Per-

specifyes on Material Culture, by Arthur Asa Berger (Transaction Publishers: 148 pages: 524.95). Develops an approach for the analysis of the material culture of contemporary and historical "postliter-

Ancient Sun, Modern Light: Groek Drame on the Modern Stage, by Marianne Mc-Donald (Columbia University Press; 288 pages; \$35). Discusses productions of chylps by Fony Harrison, Heiner Müller, Thomas Murphy, Peter Sellars, and Ta-

### WOMEN'S STUDIES

Women in Britain: Women, Family, Work, and the State Since 1945, by June Lewis (Basil Blackwell; 152 pages; \$39.95 hard-cover, \$14.95 paperback). Analyzes the social position of British women in the

Women, Men, and Time: Gender Differ-ence in Pald Work, Housework, and Lai-sure, by Beth Anne Shelton (Greenwood Press; 200 pages; \$39,95). Draws on na tional survey data in a study of differences in men's and women's use of time

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Come July, three of the four law schools in the University of California system will be led by

Herma Hill Kay will take over this summer as dean of the law school at the University of California at Berkeley, Ms. Kay has been a professor at the school since 1960. She replaces Jesse Choper. who has been dean for 10 years and will remain on the law school's

Ms. Kay will join two other women who are already deans of law schools in the system. Earlier this year, Ellen Rausen Jordan became dean of the law school on the Davis campus, and Susan Westerberg Prager has been dean of the law school on the Los Angeles campus since 1982.

The system's fourth law school, which is not connected to a campus. is Hastings College of the Law, in San Francisco, Frank T. Read is the

An official at the American Bar Association's legal-education division estimated that Ms. Kny's appointment will bring to 14 the number of wonten who are lawschool deans. There are 175 ABAaccredited law schools.

Law schools at three institutions in North Carolina also are headed by women, although the three are not part of the same system. They are Duke University, North Carolina Central University, and the University of North Carolina at Chapel Hill.

A new collection of essays by some of academe's most avid proponents of multiculturalism and other curricular reforms has been published by Duke University Press.

The book, The Politics of Liberal Education, is a compilation of academic papers first presented at a conference in 1988 sponsored by Duke University and the University of North Carolina at Chapel Hill.

The conference was organized by Barbara Herrnstein Smith. a professor of comparative literature at Duke, and other scholars who felt that in the curriculum debates engulfing higher education, the public was getting only one side of the story—the conservative side.

Ms. Smith is co-editor of the book along with Darryl J. Gless, an associate professor of English at Chanel Hill.

The 305-page book contains 15 essays by such people as Phyllis Franklin of the Modern Language Association and Richard Rorty of the University of Virginia. Before being released in book form, the essays appeared in the winter 1990 issue of South Atlantic Quarterly.

Laurel Trade Paperbacks has published an anthology called Debating PC: The Controversy Over Political Correctness on College Campuses. The book includes articles by writers and academics from across the ideological spectrum.

### **Personal & Professional**

### Stanford Appoints U. of Chicago Provost as President

Constitutional-law scholar will take office in September

PALO ALTO, CAL. Gerhard Casper, provost and professor of law at the University of Chicago, was named president of Stanford University last week.

Stanford trustees hope the new president will help the university put behind it more than a year of controversy and scandal over its management of federal research money.

The controversy eventually led Donald Kennedy to announce that he would retire after 12 years as president.

At a press conference at Stanford last week, Mr. Kennedy called Mr. Casper's appointment "a stunning coup" for the university. The new president will take over on September 1. Mr. Kennedy plans to take a year-long sabbatical, during which he will teach courses on environmental issues to Stanford students participating in a Washington-based pro-

### 26 Years at the U. of Chicago

Mr. Casper, a 54-year old, German-born scholar of constitutional law, has taught at the University of Chicago for 26 years. He served as dean of the law school for eight years and has been provost since 1989. By all accounts he has been extremely popular among professors and students there. His wife, Regina Casper, is a psychiatrist and a professor at the university.

In January, Mr. Casper announced that he planned to resign as provost to return to full-time teaching at the end of the current academic year.

He was among the finalists in Harvard University's presidential search last year, before Neil L. Rudenstine was selected. Chicago's President Hanna H. Gray, who served on Harvard's search committee, said in a statement last week, "I know of no one better prepared to be a first-rate leader and spokesman, not only for Stan-Continued on Page A17



Gerhard Casper, who will take over at Stanford on September 1, was described as "the right person to lead Stanford Into the next century."



William D. Coplin, a public-affairs professor at Syracuse: "They're making a valiant effort. But I don't think the faculty believes it will happen."

### Syracuse Wants to Change Academic Ethos to Place Greater Emphasis on Teaching

Continued From Page A1 uation policies, and more money to provide strong teachers with merit raises and grants. The hope is that more-ambitious changes will follow-broader definitions of what counts as scholarship, tenure decisions that favor strong teachers the way they traditionally have favored strong scholars, and an emphasis on the quality rather than quantity of research.

### A Mushrooming Effort

Those who support the effort-and not everybody here does—never expected it to ow as it has. But through a combination of chance, design, and good timing, what began as a modest year-long project has mushroomed into what is thought to be the most comprehensive effort yet to redefine academic culture.

Can Syracuse pull it off?

Some professors here are deeply skeptical. They question whether Syracuse can change in a few years an academic ethos that began more than a century ago, when some American institutions, notably the Johns Hopkins University, began adopting the German model for research universities. Syracuse is taking on powerful academic disciplines, administrators with big appetites for research grants, and, most of

all, widely held notions of prestige. When universities raid each other's faculties.th skeptics note, they don't do it because

they want cutting-edge teachers. "I think they're making a valiant of fort," says William D. Coplin, a public affairs professor who advises a student group called Undergraduates for a Better Education. "But I don't think the faculty believes it will happen."

Jack E. Graver, a mathematics profes been doing that for years, and, I must say with a little bitterness.

Others here are more optimistic. say Syracuse is slowly chipping away at an ethos that prizes research most.

"I think there's now a cohort of deams and administrators who think the momen tum has built," says David M. Rubin, dean of the communications school.

The motivations behind Syracuse's efforts are both idealistic and pragmatic. Mr. Rubin and others say the private, 15,000 student university has no choice but to do what it is doing. It's in a financial crunch, fuced with a potential \$38-million deficit. and steep competition for students who can afford its rising tuition. Administrators



frankly admit that a reputation as a "student-centered research institution" that's the term used to describe Syracuse's new restructuring plan-will better position the university for the future. For that reason, "our timing happened to be perfect," says Robert M. Diamond, assistant vice-chancellor for instructional development and a co-director of the teaching proj-

### Misplaced Emphasis on Research?

The project also coincides with a grownginterest—at Syracuse and nationally nimproving undergraduate education. In the past year, many research universities. blistered by criticism from students, legishors, and other critics, have announced plans to examine their faculty-reward syslems. In addition, some comprehensive campuses—those whose research and graduate programs are more limited, but which have adopted the same values as more elite research universities—are now asking whether their growing emphasis on research is misplaced.

Aspecial committee at the University of California system recently issued a report calling for major changes in the way teachsor, says: "We're old-fashioned—we're lieve in the teacher-scholar system. We're University is using federal grant money to nise awareness am about the need to balance teaching and research. And last month, Arizona State University's "Commission on the Place of Teaching in the University" released a duft report urging the campus to adopt a broader definition of faculty scholarship, hs recommended in a 1990 report issued by the Carnegie Foundation for the Advancement of Teaching.

The Carnegie report, "Scholarship Re-Considered: Priorities of the Professori-Me," is credited with putting the teachingasus-research issue on the table nationly it called for a broader definition of that would reward professors for Myllies related to teaching, and not just

the discovery of new knowledge, traditionally the only kind of scholarship that counts for promotion.

Carnegie's president, Ernest L. Boyer, says the report has been one of his organization's best-sellers. More than 25 institutions, including Syracuse, have invited him to their campuses to discuss it. "The issue of the role of the faculty and

the reward system is being discussed more openly now than at any time since World Wur II." he contends. "The exciting news is not that everything's changing overnight, but that it's a legitimate topic to dis-

At Syracuse, the discussion began in the spring of 1989, when the university received a one-year, \$25,000 grant from the Sears-Roebuck Foundation.

Syracuse, which in the mid-1980's had been harshly criticized by student groups upset over teaching assistants who spoke poor English and over a lack of contact with professors, already had numerous programs under way to improve undergraduate education. The grant's purpose was to improve the perceived importance of teaching on the campus. The project's directors were-and still are-Mr. Diamond and Ronald R. Cavanagh, vice-president for undergraduate studies. Mr. Diais also director of the university's Center for Instructional Development. Its staff helps professors improve their curricula and teaching and works closely with Mr. Cavanagh, who considers the center his "academic green-beret unit."

### Ammunition From Survey

Once a campuswide advisory board was set up, the first step was a survey to examine how professors, department heads, and deans viewed the relative importance of teaching and research. The results provided plenty of ammunition: They showed that while all three groups saw themselves as favoring a balance between teaching and research, they saw others—particularly

attended a workshop on evaluating teachfor judging teaching has been seen as a

tion of scholarly activity appropriate for their disciplines. That summer, 135 people

For years, the lack of national standards major obstacle in rewarding strong teachers. A proposal from the communications school, though, listed 21 possible criteria. ranging from surveying alumni, to examining any textbooks or new courses designed by candidates, to looking at student-attrition rates. While professors will have flexibility in choosing which criteria are used, the long list showed that student reviews weren't the only way to evaluate teaching.

The project's third year saw more-concrete change. Many departments and schools completed teaching-evaluation plans, and some modified their tenure and promotion policies to make explicit their expectations. The heads of the foreign-language and religion departments, for example, say they now encourage professors to use a teaching portfolio-a collection of materials that document a professor's teaching ability. And many units, including the architecture school, now require student evaluations of every course.

In a memo outlining its response to the teaching project, the economics department provided an economist's perspective complete with a discussion of incentives and a cost-benefit analysis. Cooperating on the project, the memo said, would help both the department at budget time and the primary "client," the students. But it also noted that "the market emphasizes scholarly output," and that the department "has a tradition of playing hard ball" during salary reviews.

Since the project began, the department has started to evaluate teaching more thoroughly and to tie merit raises to teaching evaluations. It has also established the post of undergraduate director.

### Plenty of Obstacles

The teaching project is being watched with interest outside Syracuse. The university is currently involved in several

'We're old-fashioned—we believe in the teacher-scholar

system. We've been doing that for years, and, I must

say with a little bitterness, to our disadvantage.'

ment heads from Syracuse's 14 autonomous schools. Participants were asked to develop plans to improve teaching and suggest ways the administration could help. In the fall, many units held faculty discussions on those issues, and the administration announced a new grant program that would finance 58 innovative-teaching proposals—at a cost of \$50,000—in its first

the central administration—as favoring re-

Some saw the results as evidence that

Syracuse had a large corps of "closet

teachers." Comments made by those sur-

veyed left little doubt about what the cam-

pus valued most. Wrote one professor: "I

think that lip service is paid to undergradu-

ate teaching, but REWARDS (salary, promo-

tion, leaves, etc.) are given for research."

And another: "I could point to a dozen

examples of how we honor 'good' research

know or care if it's good. We care that it is

In the summer of 1989 a two-day confer-

ence drew more than 100 deans and depart-

(on a weekly basis even). We don't always

publicized and funded."

search.

By the time the Sears grant ran out in early 1990, Syracuse had decided to continue the effort on its own. But as a project report notes, the initial \$25,000 grant was the key, because it "enabled Syracuse to implement some activities that would have had far less chance of being supported by the academic community if sponsored in-

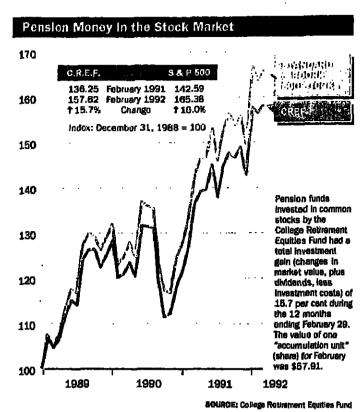
In the project's second year, the advisory board asked all academic units to develop better standards for evaluating and rewarding teaching, and to develop a definispinoff projects aimed at expanding its efforts to other campuses and encouraging learned societies to develop broader standards for research.

But the project still faces plenty of obstacles here. Some professors worry that it will subject junior professors, already unstandards. Some worry that the university will lose ground in scientific research. And some say that until students take learning seriously, the initiatives will be meaning-

Syracuse's new chancellor, Kenneth A. Shaw, addressed that point last month when he outlined the new restructuring plan. He called for a "student-centered culture" that would make Syracuse a national model, but also called upon students to change their culture, which he said. "values social activities more than our prime reason for existence." (In Decem-

Continued on Following Page

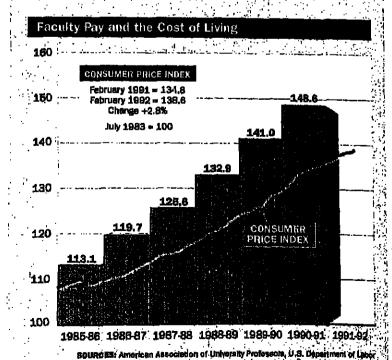
### Trends and Indicators



Median Salaries of Chief Executive and Academic Officers, 1991-92		
Type of Institution by full-time-equivalent enrollment	Chief executive officer	Chief acedemic officer
Public		
Up to 2,012	\$78,960	\$58,227
2,013 to 4,498	89,444	70,103
4,499 to 10,743	000,86	82,272
10,744 or more	121,850	103,000
All	93,547	76,425

Up to 653	\$87,365	\$57,963
654 to 1,316	98,950	69,833
1,317 to 2,784	122,500	84,254
2,785 or more	150,206	107,646
All	114,114	78.440

Up to 648	\$62,601	\$46,800
649 to 1,106	80,000	55,740
1,107 to 1,933	94,580	62,672
1,934 or more	117,353	82,888
All	88,391	60,000



### Syracuse Tries to Involve Others in Teaching-vs.-Research Debate

By CAROLYN J. MOONEY

SYRACUSE that if it's going to change its faculty-reward system, it can't do it

Since 1989, when it began a project to provide more rewards for teaching, Syracuse has become involved in several related projects that are bringing the teaching-versus-research debate to other campuses and to learned societies.

### Broader View of Scholarship

One project involves a national survey on how teaching and research are valued by different campus groups. Another is encouraging six research universities to examine the role of teaching in their faculty-reward systems, much as Syracuse is doing. A third is asking learned societies to consider a broader view of what counts as scholarship.

The projects are being conducted by Syracuse's Center for Instructional Development. Following is a summary of each.

The national survey. In 1989, as part of its teaching project. Syracuse University recognizes Syracuse conducted a survey to examine how its professors, department heads, and deans viewed the relative importance of teaching and research. The results showed that while each group saw itself as favoring a balance between teaching and research, each saw the oth-

ers-especially the central admin-

istration—as favoring research.

The following year, the instructional center received a Lilly Endowment grant to extend the survey to 47 research universities—33 public and 14 private institutions. Results of that survey provide additional evidence of a major perception gap. The results show that while many faculty members, denartment heads, deans, and administrators agreed on the need to balance teaching and research, thev also agreed that the emphasis was shifting more toward research than they would like.

"The differences in the way respondents perceive the way the university is going and the way it

# should go suggest that there is serious conflict between the

Personal & Profession

ture of the university and the ve ues of individuals," concludes are port of the survey, "A Nation: Study of Research University On the Balance Between Restate and Undergraduate Teaching."

Professors also perceived certral administrators as favoring it. search, while administrators ssa themselves as favoring teaching.

Efforts on other campuses, h part of a project financed by the Fund for the Improvement of Post secondary Education, six university ties are examining ways to emply size teaching on their campus They are Carnegie Mellon, North western, and Ohio State Union ties and the Universities of Calife nia at Berkeley, Massachusells a Amherst, and Michigan.

The six, which participated the survey described above, have begun discussions of ways to in prove and better reward teaching

Another part of the project will identify the intrinsic reward that professors receive from teating in an effort to provide a betteres text in which to examine "culm sic" rewards.

The role of learned sockie Because the academic discipling

### Syracuse Wants to Place More Emphasis on Teaching tation was the main reason he first associate dean of the school of the

Continued From Preceding Page ber, one professor here who was fed up with that culture abruptly ended a large lecture class-after most students said they hadn't done the required reading-and bought a \$111 newspaper advertisement to express his disgust.)

Perhaps the biggest question is whether the efforts here will make a difference at promotion time.

Almost everyone interviewed agreed that an outstanding teacher with a poor publishing record should not receive tenure. But there was far less consensus about an outstanding teacher who is an average or fair scholar.

Some here contend that the project has already resulted in at least one live body-a scholar who received tenure last year but might not have done so several years ago.

That scholar is Jerry Evensky, now an associate professor of economics. Even with the teaching initiatives outlined by his department. Mr. Evensky knew his case would be close. He had a reputation as an excellent teacher who had published highly readable textbooks. The issue was not even whether he was an active scholar; it was whether the type of scholarship he did-on the history of economic thought and on ethics and economics—was valued by a department that stressed applied re-

In the end, Mr. Evensky did get tenure-by a one-vote majority.

James Follain, the department chairman, says it would be unfair to portray the case as a litmus test on the teaching-versus-research issue. But to others, a decision not to grant tenure to Mr. Evensky would have been disastrous for a university that was preaching teaching. Among them was Christopher M. LaVallee, a senior economics major who says Mr. Evensky's repu-

took an economics course. He re- lic affairs, "would have meanth calls how Mr. Evensky stood be- ing nearly everything." fore a large class one day, popping M&M's into his mouth and later explaining that he had actually been illustrating the concept of diminishing marginal utility.

"To have lost the Evensky case," says Robert D. McClure, teaching business."

As for Mr. Evensky, now the partment's undergraduate dia tor, he says: "My teaching helps and it wouldn't have help: enough three years ago.

"I think they're buying into

### Critics Say Faculty-Reward System Discounts the Importance of Service

vide more rewards for coilege teaching is building up steam, some observers are pointing to another deficiency in the faculty-reward system—its failure to recognize professors' so-called service activities.

Such activities might include serving in the faculty senate or on a curriculum-review panel, or organizing an academic con-

In January, the National Association of State Universities guish themselves through the and Land-Grant Colleges invited representatives of more than a dozen learned societies to dis- have generally been left to more cuss the issue at a conference in senior professors. Racine, Wis.

### Three Criteria

In a statement released at the ence on school/college collabo conference, participants acknowledged that "although the tion for Higher Education. disciplines and institutions ex- Mr. Brown thinks the time pect such activities, they often right to provide better rewards fail to encourage and recognize for service activities. "Univerthem." They agreed to have sities and their faculties, he sities and their faculties, he their societies discuss ways to better evaluate and reward looked at as resources for help loo service activities.

Traditionally, service to the ternal problems." campus and community has been one of three criteria used plan to meet again in June. to evaluate faculty members for

Just as a movement to pro- promotion and raises. The of ers are teaching and research. Institutions that expect their

professors to conduct research might weight those three a eas—in theory, at least—litt this: Teaching and scholarship would each count 40 per cent and service would count 20 ps cent. In fact, junior professor at research universities are rou tinely told to forget about sen ice activities if they want h achieve tenure, and to distin scholarship. One consequence has been that service activities

Among those working on the project is Nevin C. Brown, di rector of the national confe-

ing society deal with lots of ex-

Participants in the project -CAROLYN J. MOONEY

### <sub>Personal</sub> & Professional

Retermine what kind of scholarship is most valued, directors of Syrause's teaching project decided it nas crucial to involve the learned societies in any discussion about redefining scholarship.

More than 20 groups representing disciplines ranging from busioess to history have agreed to participate in a project aimed at doing esactly that. The project is being sponsored both by the Fund for the Improvement of Postsecondary Education and the Lilly Endow-

In 1990 the Carnegie Foundation for the Advancement of Teaching issued a report that recommended that scholarship be defined as having four components: the discovery of knowledge, the integration of knowledge, the application of knowledge, and the teaching of knowledge. Traditionally, the discovery of new knowledge has been the only type that counts at promogon and raise time.

The Carnegie recommendation has since been widely discussed in academe. Organizers of the project hope the learned societies will alopt broader definitions of scholarship that will lead to changes in the way decisions about tenure. promotion, and raises are made.

Some of the early letters from the societies expressed strong interest. The American Sociological Association, for example, noted that many of its members felt teaching was "soft" and therefore hard to measure. But sociologists could give it a try, the letter said. noting that "we measure alienation, urban decay, marital happiness, and the underclass."

At a conference held last fall, the

Some observers have noted the Irony of asking the very groups that set

the current standards for scholarship to lead

participating learned societies

them, project organizers say.

York 13244; (315) 443-4571.

in reform efforts.

agreed to appoint special panels to examine ways to redefine scholarshipin each discipline. A panel representing the American Historical Association has since developed a draft document that used the defiallions proposed in the Carnegie report. It lists textbooks and newsletters, papers given at confermes, and museum exhibitions as scholarly activities related to the Balhesis of knowledge. Activities related to the application of knowledge include historic preservation. journal editing, and partic state humanities councils. Activilies related to teaching include student advising, development of course materials, and projects with

Some critics said the finalists elementary and secondary schools. Some observers have noted the irony of asking the very groups that running a large university. set the current standards for schol-Professors who defended the change cannot take place without

-COURTNEY LEATHERMAN

# Stanford Picks U. of Chicago Provost as President

"the right person to lead Stanford

When Mr. Kennedy announced

his resignation, he said he was

into the next century."

Continued From Page A14 ford University, but for higher edu-Gaither, head of Stanford's Board cation in this country more gener-

Professors at Stanford also applauded the appointment. John B. Shoven, an economics professor and a member of the search com-stepping down to allow the univermittee, said Mr. Casper had made clear that he plans to continue his predecessor's push to improve undergraduate teaching.

### Enthusiasm' and 'Optimism'

Mr. Shoven also believed the new president would move Stanford beyond the controversy of the past year. "There's an enthusiasm about his appointment and an optimism that we frankly haven't had in the last couple of years here," he said in a telephone interview.

Stanford has just completed a five-year fund-raising campaign, raising \$1.25-billion. Its goal was

San Jose State Drops Troubled Search for New President

San Jose State University last week scrapped its presidential search, which has been marked by bitter campus politics, after its choice for the post withdrew.

Ruth Leventhal, provost at Pennsylvania State University at Harrisburg, cited the controversy over the search, the state's budget woes, and the \$120,000 annual salary as reasons for her decision. "As I looked at the possibility of being able to hit the ground running at a time of serious budget concerns, I felt I needed the full support of the system, the faculty, and the community," Ms. Leventhal said in a telephone interview. "The process involved so much contention, I was concerned about whether I would be successful."

### Threats From Alumni

The search prompted letter-writing compaigns and threats from alumni that they would cut off their support if the search were not scrupped. J. Handel Evans, will now continue as interim presi-

Ms. Leventhal was among six finalists for the job-three women, two white and one Asian; and three men, one Hispanic, one white, and one black. Some professors and alumni said that the diversity of the pool indicated that a quota had been set. "Had everyone been chosen on the basis of merit and talent, there would not have been that great diversity," said Alan B. Simpkins, a wealthy alumnus.

were unqualified to take on the job because they lacked experience

arship to lead in reform efforts. But was racist and sexist. Bobbye Gorenberg, head of the academic sen-For more information on the ate and a member of the search projects, contact the Center for In-Muctional Development, Syrathe University, 111 Waverly Ave-New, Suite 220, Syracuse, New was in the 50's and 60's," she said.

sity to move beyond the controver- Mr. Casper mentioned at the press sy over its use of federal funds meant to pay the indirect costs of research.

But when Mr. Casper takes over, Stanford will still be faced with Congressional and federal costs, and he will have some other. unrelated controversies to deal with. Stanford has been criticized for its handling of budget cuts throughout the university and for allegations of widespread sexual harassment in its medical school.

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In a statement, James C. federal government by more than \$200-million in the 1980's for the of Trustees, called Mr. Casper overhead costs of research.

Mr. Casper is familiar with the controversy. The University of Chicago also has been questioned by federal auditors about its billing for indirect research costs, which conference. He could not be reached later for comment.

During the press conference, Mr. Casper said he believed some of Stanford's troubles, and those of other universities being investigatscruting of its charges for research ed, had to do with the "vast complexities" of the reporting procedures and forms, which he said were "difficult to interpret."

### **Examined Budget Problems**

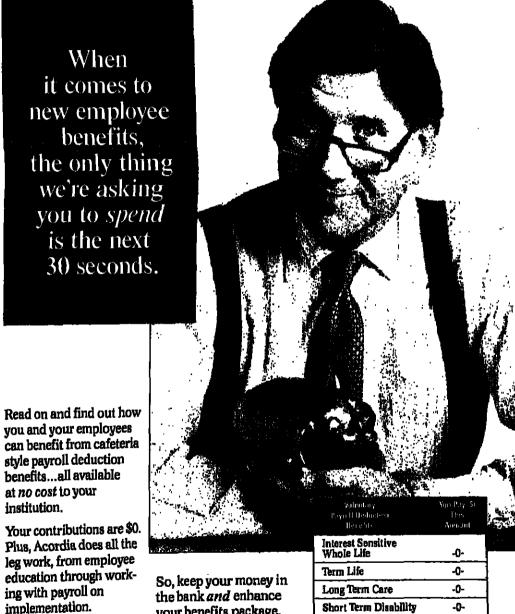
Bill Murphy, a spokesman for the University of Chicago, said that while Mr. Casper had formed fense Department audit contended an advisory panel to deal with the that Stanford had overcharged the university's budget problems, he

had not been responsible for overseeing its billing of research costs. Mr. Murphy said the federal government was questioning Chicago about \$180,000 that the university had billed the government annually for four years to cover some of the costs of a campus computer sys-

Last week, an aide to the House Energy and and Commerce Subcommittee on Oversight and Investigations, said: "It's interesting, here he is coming in to bail out the situation at Stanford and he had problems in Chicago." He added, however, that Chicago's charges "pale in comparison to Stanford's.'

John M. Lillie, a trustee who was chairman of Stanford's presidential-search committee, called the comment "ridiculous." He added that most of Chicago's problems. and Stanford's, were accounting errors, "Stanford's indirect-cost issues are mainly in the interpretation of the rules." he said.

—COURTNEY LEATHERMAN



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# II not

The information age will not arrive until technology becomes easier to use, according to Mitchell Kapor, president of the Electronic Frontier Foundation, which works to influence public policy on computer technology.

"Computers are still enormously difficult to use," he told librarians and other information specialists at a meeting of the Federal Library and Information Center Committee in Washington last week.

"We've made tremendous strides in the past 15 years in making more powerful machines and in making them cheaper and smaller and able to move bits from Point A to Point B with increasing rapidity." However, said Mr. Kapor, who designed the popular spreadsheet program "Lotus 1-2-3," "we have not seen a corresponding improvement in the tools we use to access information or in the methods we use for storing, indexing, and retrieving information. We're still in the infancy of the technology era."

Mr. Kapor speculated that people alive today will probably not see the information age in its maturity. "The print media did not reach maturity anytime soon after Gutenberg," he said. "The Gutenberg book was really a manuscript in a new form with movable type."

It took a century for the book to become a mass medium. Mr. Kapor said. "We are going through that same evolution today with technology."

Those who are considering new policies for information technology should take "cyberspace" seriously, even though the concept may be difficult to understand, Mr. Kapor told the librarians.

"When I'm asked to give a definition, I say cyberspace is the place two people are when they are talking on the telephone," he said. "There is the shared experience of being on the phone with somebody that is absolutely not the same as a physical presence. Yet, it's not a totally abstract experience,

According to Mr. Kapor, "Cyberspace is experienced by tens of millions of people today who use electronic mail, bulletin-board systems, on-line-information systems, and the Internet."

The current debate over the copyright of information in electronic form is more over commercial ownership than over intellectual matters, Mr. Kapor said.

"It is clear that vested interests are trying to use the existing copyright and patent frameworks to exert control over the use of ideas that are originated by individuals," he said.

"Paradoxically, the software designers themselves favor the most liberal interpretations of intellectual-property laws to encourage borrowing."

# **Information Technology**



John R. Jungck, BioQUEST's director: "If students are to understand how biologists think, they must have opportunities to experience science from the point of view of a practicing biologist."

# Teaching Students to Think Like Scientists

Software enables experiments to be conducted that would be impossible in a laboratory

### By BEVERLY T. WATKINS

The biology student must decide how to create a pond, stock it with bass for fishermen, and keep its ecological system balanced. Help lies in a simulation called "Environmental Decision Making," part of the new BioQUEST collection.

The collection of texts and software is a product of six years of work by a consortium of science educators at Beloit College here. The programs are based on the theory that the best way to learn science is to do science. The simulations, which were developed by teams of academics and computer programmers from around the country, let students conduct scientific experiments that would be impossible otherwise.

### Complex Statistical Analyses

To create a pond, for instance, a student uses a computer mouse to select "Pond Worksheet" from a menu. A "plotter," which helps to calculate changes in the pond's balance, appears in the upper right hand corner of the screen. Next, the student selects "sunlight" and "pond life," putting them on the screen. Then, using the mouse, the student draws a line connecting the sunlight to the pond life and the pond life to the plotter. (Sec sequence on opposite page.)

opposite page.)

A laboratory manual explains that energy from the sun promotes the growth of plants and organisms in the pond, and that these are consumed by fish. The pond system is balanced when the rate of produc-

tion equals the rate of consumption. To calculate the number of days necessary to achieve a balance, the student types data into the computer—kilocalories of sunlight and weight of pond biomass. The computer displays the answer as a graph.

The student thus learns to create a balanced system by adding components—sunfish, bass, and a fisherman—one at a time and calculating the days the pond needs between each change to attain equilibrium

"If students are to understand how biologists think, they must have opportunities to experience science from the point of view of a practicing biologist," says John R. Jungck, chairman of Beloit's biology department and director of the Bioquest project.

With computer simulations, he says, students can perform experiments that are impossible in the laboratory and complete complex statistical analyses in a short time. "The computer is a catalyst for curricular transformation."

Bioquest, which is the acronym of "Quality Undergraduate Educational Simulations and Tools in Biology," reflects a national effort to reform science education. Educators at all academic levels are being urged to stop presenting science as facts and teach it as a process for creating scientific knowledge. "The Liberal Art of Science: Agenda for Action," a report issued in 1990 by the American Association for the Advancement of Science, sums up the view: "Science should be taught as it is practiced at its best."

The Bioquest project is unusual in the its programs reflect an educational philistophy.

"There is lots of biology software of there. Some of it even has bits and pixel of what Bioquist is doing," says Pain'd A. Marsteller, an assistant professor of bology at Emory University. "However, there are few programs that employ significant similar to the Bioquest model."

### 17 Programs for Biology Courses

Ms. Marsteller, who has tested Bio QUEST programs and compared them will other software, says, "Integration of the whole package is unique to educational software."

The Bioquest project started al Bekin 1986 as a consortium of 12 science of cators and computer programmers which dismilar ideas about teaching science. Today the group includes 32 member from 15 two- and four-year institution around the country.

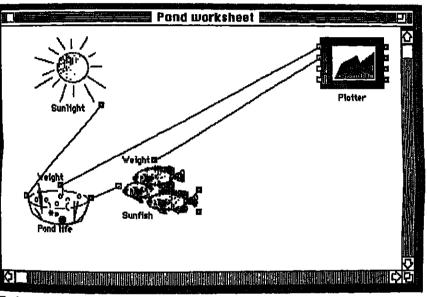
Using Apple Macintosh computers, is consortium has produced 17 programs for hoth introductory and advanced biologicourses. The programs fall into four major areus: biochemistry and biotechnology ecology and evolution, genetics, and

physiology.

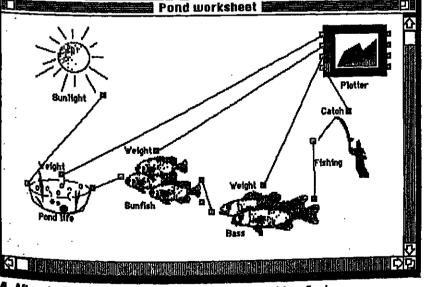
Since its beginning, the consortium has followed a lengthy testing procedure. In 1989-90, team members conducted pilot tests on the first simulations to fix the "bugs." Then they ran a second set of tests, called "beta tests." In 1990-91, stitests, called "beta tests."



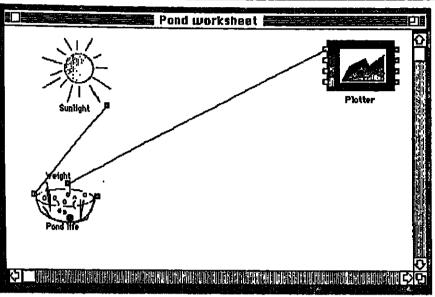
### KEEPING AN ECOSYSTEM IN BALANCE: A SIMULATION THAT TEACHES ENVIRONMENTAL DECISION MAKING



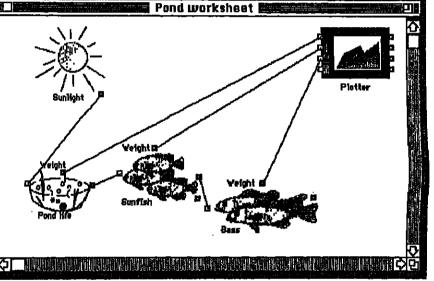
2 As elements are added to the ecosystem, the student draws lines to connect the elements to each other and to the plotter.



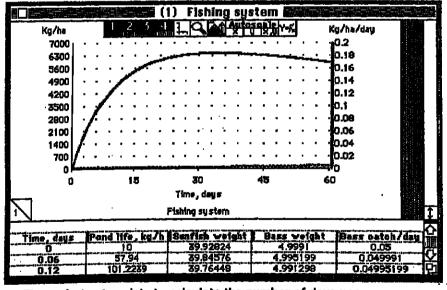
4 After stocking the pond with fish, the student adds a final element to the environmental simulation: a fisherman.



A student uses the "Pond Worksheet" to add elements to the pond system. "Plotter" at upper right calculates changes in the environmental balance.



The student adds more elements as part of the demonstration of what happens to the environmental balance when fish eat plants and organisms.



5 The student enters data to calculate the number of days necessary to achieve a balance. The computer displays the answer as a graph.

and the law last a committee finds a spirit

including research universities, liberal-arts colleges, community colleges, and a few high schools, used the programs in their classes in field tests.

### The Three P's of Science'

"Developers have to be committed to Boing through a cycle of testing and not just in moving things out the door," Mr. Jungck says. "Your last line of computer code is really just the beginning."

In 1987 the Annenberg/CPB Project gave Bioquest about \$470,000 to develop software. In return, the consortium agreed to stay together through August 1999 so its software would be available to users. The consortium, which also has an office at the University of Wisconsin at Madison, is working on a contract with the University of Maryland's Academic Software Development Group to publish the collection.

The philosophy behind Bioquest mir-

rors the scientific method, in which a researcher makes observations, develops hypotheses, conducts experiments, draws conclusions, and shares findings with colleagues. These, according to Mr. Jungek, are "the three P's of science problem posing, problem solving, and per-

"Problem posing is the important part, because you raise new questions and that affects your research design," he says.

"Students have to learn that they can stand in the field or the laboratory forever and no problems will come to them preposed. You have to frame them."

After they have identified a problem, Mr. Jungck says, students need to engage in "open-ended problem solving." Real scientific problems do not have answers in the back of the book, he says. The scientist considers competing hypotheses and

Continued on Following Page

### Software Teaches Students to Think Like Scientists

draws inferences, but usually does not reach a conclusion.

"Problem solving is a long-term process," he says. "It gets students engaged. The problem has to be sufficiently complex so students do not have a hammer and the whole world is a nail. It has to have not seek the teacher. "The comcontextual richness."

### 'When Are We Done'

At this point, he says, "students frequently ask, When are we done? When you run out of grant money? When you run out of questions? When you really solve the prob-

Research is not complete until other scientists are convinced of its value, Mr. Jungek explains, "Students need to experience peer review as a professional activity and write journal-style manuscripts that are reviewed by other students and instructors," he says. "No

are not doing science until you convince your peers."

The Bioquest approach tends to put the professor in the background. According to Mr. Jungck, students clustered around a simulation on the computer screen do munication is mostly 'You can't do that. You're crazy. Where'd you come up with that idea? What should we do next? How do we

Science professors are of several minds about using the BioQUEST software. Some praise the simulations for letting students do experiments that they could never do in the laboratory, such as producing thousands of generations of fruit flies. But others say simulations give students an unrealistic view of

know we're done?" " he says.

Statistical Software for

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and Instructors

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matter what your experience, you periments with the computer. You a 'wet lab.'

With simulations, she says, "you can put more emphasis on analyzing patterns than you can in a

"The communication is mostly 'You can't do that

You're crazy. Where'd you come up with that

Idea? How do we know we're done?' '

regular class, because you can get large sets of data."

While she feels "very positive about the programs," says Jan R. Serie, an associate professor of bi-Emory's Ms. Marsteller says: ology at Macalester College, "any "You can do long-term kinds of ex- computer simulation will give stu- QUEST's "three P's" approach crit- tematics.

icized it as burdensome, Ms. Sere dents an overly optimistic sense of what science really is."

"It is really labor intensive for "Flies do die," says Ms. Serie, faculty to do investigative laby with who tested a Bioquest simulation big introductory classes," she concalled "Genetics Construction tinues. "It's easier to do a lecture Kit'' in a molecular-biology and a lab out of the recipe book course, "You don't always have lab materials available. You would Not for Everybody have to use a computer simulation

From her own experience, she in conjunction with a lot of 'wet says, "it's true that if you engage labs' so students would see what students in intellectual inquiry, as you do with Bioquest, they will be Elisabeth C. Odum, a biology inin your office all the time." structor at Santa Fe Community College in Florida, says: "I would

Mr. Jungek acknowledges that Bioquesi is not for everybody "Bioquest enables those teacher with an interest in exploring science with their students to do so."

By 1994, Mr. Jungck says, he would like Bioquest to have about 30 computer programs in a broad cross section of the biological sciences. Development teams are already planning additional programs, including some in biological image analysis, botany, cell biolehave experimented with Bio- gy, molecular modeling, and sys-

### Programs by Biology Consortium to Be Published on Compact Disk

The new BioQUEST software col- Douglas, associate professor of lection is expected to be published computer and information science. early this summer on a CD-ROM—a compact disk that stores information in digital form.

not want the computer to take over

from dissections and seeing real

animals and plants. It would be a

real mistake if we had nothing but

Adds Ms. Odum, who helped to

develop "Environmental Decision

Making": "I use computer pro-

grams in two biology labs, but in

Some faculty members who

the other 10, I have animals,

plants, and microscopes."

really happens."

the computer."

The publisher, the Academic Software Development Group at the University of Maryland, expects the compact disk to include the eight completed BioQUEST programs and nine others that are in various stages of development. The Bioouest consortium and Academic Software are working on details of the publishing contract.

The eight completed programs

Introduction to BioQUEST. Explains Bioquest's three-step approach to science education, which requires students to pose a problem, solve it, and persuade their peers of the validity of their findings-by John R. Jungek, professor of biology at Beloit College; James H. Stewart, professor of science education at the University of Wisconsin at Madison; and Nils S. Peterson, member of the Department of Biology and Preclinical Medicine at the University of St.

Andrews in Scotland. Biota. Simulates the population dynamics of biological species, such as predators, competitors, parasites, symbiotes, and more by a team at the University of Chicago with John Kruper, director of academic computing for the biological sciences; James Danbury and Eric Nelson, programmers for aca- by Alan Place, associate pro demic and public computing; William Sterner, manager of research sistant, at the University of Manand instructional technology; and William Wimsatt, professor of con-nology. ceptual foundations of science; and Benjamin Jones, senior program-

mer in biology at Beloit College. Biometrics. Explains how to choose a statistical test, based on the type of hypothesis and data available—by Daniel Hornbach, associate professor of biology at Macalester College.

Cardiovascular Construction ine their behavior—by Sarah NET.

and Daniel Udovic, associate professor of biology, at the University of Oregon; and Mr. Peterson.

Data Collection and Organi zation. Explains how to use a spreadsheet and graphics to ev plore data, using as examples an of evolutionary data—by Frank Price, associate director of 80demic computing at Hamilton Col-

Environmental Decision Making. Lets students explore biological and social issues miss by changes in ecosystems, using grassland, a forest, and a pond-b Elisabeth C. Odum, professor of natural sciences at Santa Fe Community College in Florida; Howard T. Odum, graduate-research professor in environmental-enginering sciences at the University of Florida; and Mr. Peterson.

Genetics Construction Kit. Simulates the transmission among fruit flies of such Mendelian gentiic phenomena as simple dominance, co-dominance, sex linkage. autosomał linkage, and multiple d leles-by John N. Calley, a grade ate student at the University of Ari

zona, and Mr. Jungck. Sequence It! Simulates the p mary and secondary structure of protein molecule, using acid and base hydrolyses, enzymatic and chemical digestions, hydrazinoly sis, carboxypeptidase, and moreland's Center for Marine Biolech

The first compact disk, an examination copy, is expected cost under \$100. When the publication date is selected. Academic Software will announce the final price and details about site censes.

For more information, contact the Academic Software Development Group, University of Mary Kit. Lets students construct hearts and circulators and circulatory systems and examine their ball and college Park, MADO, BIT (301) 405-7600; ASDG@UMDO, BIT (301) 405-7600; -BEVERLY T. WATKINS

TEACHING WITH TECHNOLOGY

■ Multimedia tutorial helps students identify tree species

■ High-school students enroll in physics course taught remotely

courses, in which students watch

the screen passively. With the

computer, students interact freely

with Mr. Johnston and their class-

mates by sending messages over

For instance, a student who does

not understand a particular prob-

lem might ask a question over the

network. Other students could

jump in and explain the problem.

the network.

but also more effective than video ers who oversee the class.

■ Multimedia classroom designed for ease of use by professors

Researchers at the University f Illinois at Urbana-Champaigo are developing a multi-media tutorial to help forestry students identify tree species.

The tutorial, which its developers hope to use in the classroom next fall, will allow students to focus on certain tree types or ecosystems, such as northern coniferous forests. Video images will show how trees look in various locations and how they change with the seasons. Students will also be able to touch keys to call up information on tree physiology, ecology, and commercial uses.

"This tutorial is fun to use, and I think it helps students realize that just as they recognize people by noticing certain features, it's possihe to do the same with trees." says John M. Edgington, senior research specialist in forestry.

Mr. Edgington says students ofien feel inundated by the material they need to memorize during one semester. Students in dendrology classes must learn to identify more than 600 tree species common to North America by studying such characteristics as bark, buds, flowers, fruit, leaves, and twigs.

The tutorial will let students work at their own puce, reviewing problem areas and testing skills.

For more information, contact Mr. Edgington. Department of Forestry, University of Illinois, 1301 West Gregory Drive, Urbana, III. 61801; (217) 333-1884.

-KATHERINE S. MANGAN

High-school students from four states are envolled in an advanced-physics course taught on a computer by a researcher at Massachusetts Institute of

George L. Johnston, a research scientist at the institute's Plasma Fusion Center, is offering the class in chaos theory to give high-school students more challenging work than their school districts can afford. This semester about 70 students are enrolled, many of them from rural towns in Colorado, Indiana, Montana, and Wyoming.

"Like everyone else in the coun lry. I knew there was a problem in math and science education." Mr. lohnston says. "I thought about the resources I would have liked when I was in school, and thought there must be many people there who feel the same way." To offer the course, Mr. John-

sion teamed up with Dave Hughes, who operates a telecommunications company in Colorado. Mr. Johnston types his lectures on his personal computer and sends them over a national network that links university computers. The lessons are transmitted to Mr. Hughes's office and made available to students through electronic bulletin boards around the country. The students read the lectures, work on problems, and ask questions, which Mr. Johnston answers electronically

Mr. Hughes believes the com-

puter classes are not only cheaper. The students are graded by teach-

For more information, contact Mr. Johnston, Plasma Fusion Centronic system, a professor enters a ter, Massachusetts Institute of password on the screen, which Technology, NW16-236, Cam- sends a signal to equipment in an bridge, Mass. 02139; (617) 253- adjoining room. To choose equip-8652; GLI@NERUS.PFC.MIT.EDU.

Carnegie Mellon University

room into a high-tech facility for faculty members who know nothing about technology.

The new multimedia room, located in the College of Fine Arts. has a motor-driven lectern that houses a display screen, a monitor, a computer keyboard, and a mouse. The lectern, which moves along a 15-foot arc, can be used nearly anywhere in the room.

To activate the classroom's elecment, the professor touches graphical commands on the screen. which resembles that of an automatic bank teller.

."By touching the video button, has turned a traditional class the lights dim, a 14-foot-wide

screen comes down, and the door to the equipment room is taised. Pressing the play button will start a video playing in stereo." says Gregg Mathix, associate director of computing and media, who helped design the room. "Our ideal is intuitive operation by users."

The classroom has a floor-toceiling black curtain for professors who want to eliminate light. The equipment room has a computer, audio and video cassette recorders, compact-disk and videodisk players, video and film projectors. and more.

For more information, contact Mr. Mathis, Academic Computing and Media, Carnegie Mellon University, 5000 Forbes Avenue, Pittsburgh 15213; (412) 268-2430.

-BEVERLY 1. WALKINS

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Paychology. "The Max Inventory of Learning Styles," for Apple Macinosh. Requires "HyperCard." Calcucognition and learning styles and prints an interpretation; combines sound, images, und graphics; \$35; quantity discounts available. Contact: Intellimation, Department GAPG, Box 1530, Santa Barbara, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100.

Security systems. "Secure Key," for IBM PC and compatibles. Gives users access to lock and key records, shows relationship of specific keys, key-holders, and door-lock core numbers; generates reports and receipts; \$200. Contact: Management Systems Corpo-ration, 200 Tech Center Drive, Knoxville, Tenn. 37912; (800) 627-6779 or (615) 689-1160.

Utilities. "On the Air," for Apple Mac-intosh. Multimedia tool lets users create presentations that incorporate ani-mation, still images, sound, and text, and play them back; imports presenta-tions from other software; lets users jump forward or backward, pause, or black out the screen; \$175. Contact: Meyer Software, 616 Continental Road, Hatboro, Ps. 19040; (215) 675-

Writing. "HyperShelf," for Apple Mac-intosh. Requires "HyperCard." In-cludes 300 assignments to help stu-dents develop skills in autobiographical, expository, imaginative, narrative, and persuasive writing; \$29; quantity discounts available. Contact: Intellimation, Department GAPG, Box 1530, Santa Barbarn, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100.

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English bibliographics. "18th Century Short Title Catalogue," for CD-Rom players used with Apple Macintosh or BM PC and compatibles. Includes 300,000 titles of ephemera printed in English, or in foreign languages in British colonies, from 1475 to 1800; sources include the American Antiquarian Society, British Library, and 1,000 other libraries; \$1,900. Contact; Research Publication Inc., 12 Lunar Drive, Drawer AB, Woodbridge, Conn. 05525; (800) 444-0799.

Political science, "CIA World Factbook for 1992," for CD-ROM players used with Apple Macintosh or IBM PC and compatibles. Includes information from U.S. Government agencies, in-cluding the Board of Geographic Names, Bureau of the Census, Central Intelligence Agency, Defense Intelli-sence and Defense Nuclear Agencies, Departments of State and Interior, and Drug Enforcement Agency; contains data on 249 countries and territories \$99. Contact: Quanta Press Inc., 1313 Fifth Street S.E., Suite 208C, Minneapolis 55414; (612) 379-3956.

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THE CHRONICLE OF HIGHER EDUCATION

# **Section 2**

March 25, 1992

OPINION

# Avoiding Egyptocentric Pseudoscience: Colleges Must Help Set Standards for Schools

By Bernard Ortiz de Montellano EVERAL EDUCATION REPORTS, including "Science for All Americans" published by the National Council on Science and Technology Education, have concluded that our nation is falling behind its technological competitors. Technological innovation, which we need to compete internationally, requires large numbers of well-trained scientists and engineers. Modern manufacturing techniques require workers with increasing amounts of scientific knowledge and mathematical capabil-

Both of these labor pools are threatened by rampant scientific illiteracy. Our future supply of scientists and engineers may be particularly endangered because most new entrants into the work force in the coming decades will be women and members of minority groups, who are much less likely than white males to pursue careers in sci-

Reforms in the teaching of science, including more "hands on" experiences and more-thorough coverage of basic concepts instead of teaching a large volume of unconnected facts, will benefit all children. But changes in science teaching are particularly needed in elementary schools to increase the participation of minorities in science. We know that people who choose science careers usually become committed

nority children start to fall behind whites in mastery of scientific concepts and mathe-

matical skills as early as the fourth grade. It is unfortunate, then, that the "Afrocentric" science materials recently adopted by several large, urban school districts will diminish even further the number of minority-group members prepared to pursue scientific careers. If widely taught, these materials will not only sap the ability of our students to think critically but also will increase scientific illiteracy in the cities where they have been adopted. University scientists largely have ignored this problem, but that must not continue. The most widely disseminated "Afro-

centric" science material is the Portland (Ore.) "African-American Baseline Essays," a series of short articles on science, social science, music, mathematics, art, and language arts. The essays are designed primarily for grade-school teachers to use as a resource outlining the contributions of Africans and African Americans to knowledge in these subjects. The essays have been adopted as source material by school systems in Atlanta, Detroit, and Fort Lauderdale, among other cities, and are being used as a model by many other districts across the country.

Asa Hilliard, a professor of education at Georgia State University, conceived the idea of the essays when he served as a consultant to the Portland school district. He commissioned several different authors to write them. The "Science Baseline Essay" was written by Hunter Havelin Adams, whom the essay identifies as a research scientist at Argonne National Laboratory. In fact, Mr. Adams is an industrial-hygiene technician with a highschool education who does no research at Argonne, according to David Baurac, director of public information there. Furthermore, the "science" that the essay describes is pseudoscience—a farrage of unsubstantiated and outrageous claims, arguments for the existence of the paranormal, and advocacy of the supernatural as an integral part of science.

HE SCIENCE ESSAY actually is more Egyptocentric than Africentric. since it mentions few contributions from the rest of Africa. It does describe several legitimate Egyptian contributions to science, such as the division of the day into 12 hours of day and 12 of night, the engineering skill that went into construction of the pyramids, and the invention and use of ingenious irrigation devices. However, the essay goes on to claim, in a fashion reminiscent of Soviet propaganda in the 1950's, that ancient Egyptians were the Continued on Following Page



# Guarding Against Pseudoscience in Multicultural Curricula

Continued From Preceding Page first to discover the principles of quantum mechanics, the wave/particle nature of light, the theory of evolution, the acceleration of gravity, electrical batteries, and gliders. The sources cited for what little evidence is presented are popular magazines and vanity-press books.

HE ESSAY contains many more serious fallacies. For example, it states that the ancient Egyptians were famous masters of extrasensory perception, precognition, psychokinesis, and other undeveloped human capabilities. The use of the zodiac and of "astropsychological treatises" by Egyptians is mentioned with the implication that they are scientifically valid. Mr. Adams has claimed elsewhere that astrology is scientific and is based on the fact that at birth every living thing has a "celestial serial number." The essay also argues that a scientific discipline exists called "psychoenergeties," which supposedly is the multidisciplinary study of the interaction between human consciousness and energy and matter.

The weight of the official endorsement of the baseline essay by the Portland School District, the authorship by someone erroneously identified as a research scientist at a prestigious national laboratory, and the scientific-sounding jargon used in the essay guarantee that grade-school teachers-many of whom have a weak background in science-will accept many of the concepts presented as scientifically

Indeed, the essay's widespread adoption is evidence of the low level of scientific literacy among our elementary-school personnel. At a recent conference on "Science for the Year 2000" in Detroit, for example, a group of teachers sat through a presentation that included the statement, "Pour thousand years ago, Egyptians flew around in full-size gliders," without a murmur of protest or disbelief. It would be impossible for material like the science essay to be adopted in a district where teachers know science.

Given such widespread scientific illiteracy, how will students learn to distinguish science from religion disguised as science and from the kinds of "New Age" fads to which the scientifically illiterate are susceptible, such as astrology, channeling, crystal healing, telekinesis, and psychic surgery?

The current pressure on school districts to incorporate multicultural material into their classrooms and the dearth of such curricula have led to the wide distribution of the science baseline essay, even though it is a classic example of pseudo-

VEN MORE DISTURBING has been the absence of much protest against the science baseline essay. Several explanations are possible, including the lack of scientific sophistication within school districts, political pressure that would label any opposition as "racist," and university research scientists' traditional detachment from the teaching of science, particularly in lower grades.

What is even more puzzling, however, is the lack of reaction by organizations that are concerned with science education, including the National Science Foundation and the American Association for the Advancement of Science. Unfortunately, the NSF also has been slow to support multicultural-science projects, and attempts to improve science teaching, including those by

the American Association for the Advancement of Science, have not dealt with the question of multicultural science as a way to increase the participation of minor-

It is time for scientists to act: We no longer can afford to sit in our laboratories and ignore what is happening in the nation's schools. We need to ask officials in our school districts if they have adopted or are considering adopting the Portland essays, and then we must protest the inclusion of material in science curricula that makes unproven claims and introduces religion in the guise of science.

At the same time, we desperately need to develop reliable and scientifically valid teaching materials that deal with the contributions of various ethnic groups. An

Maya in astronomy-including the accurate determination of the complex cycle of Venus (an error of two hours in 500 years), an accurate determination of the length of the solar year, and the ability to predict eclipses. American Indians' use of medicine wheels to make observations of the dates of solstices and equinoxes is another

can highlight the contributions of particu-

lar ethnic or racial groups, but examples

must be accurate and realistic. Examples

would include the achievements of the

MOME CHANGE may be in the offing. Last June the Public Health Service endorsed a recommendation from a conference that it sponsored on life-science education. Although nothing has

"We must protest the inclusion of material in science curricula that makes unproven claims and introduces religion in the guise of science."

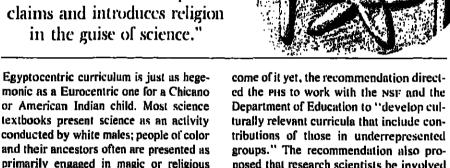
textbooks present science as an activity

conducted by white males; people of color

practices. To change this perception, some

science educators have advocated the

to envision science as a career. Teaching



teaching of culturally relevant science, for example by showing minority children that "people like them" have done science in the past and are doing science tural curricula. Presenting role models and using specific cultural examples to teach basic scientific principles enhance children's pride in their heritage and allow minority children

Department of Education to "develop culturally relevant curricula that include contributions of those in underrepresented groups." The recommendation also pronosed that research scientists be involved in developing the curriculum "to ensure scientific integrity." Specific examples of the pseudoscience contained in the Portland science essay were an important factor in conference participants' concern for maintaining scientific integrity in multicul-Leaders of the scientific establishment

have been vocal about the consequences of scientific illiteracy for the nation as a whole. Yet they have said much less about the need for scientists to change the way

that science is taught in universities, particularly to non-science majors. Science for all non-science majors should stress critical thinking and an understanding of the process of science, rather than just being the usual diluted version of the traditional introductory course for science ma

Further, teachers who are innumerate or scientifically illiterate should be as unacceptuble in the elementary classroom as those who are illiterate, because eliminating scientific illiteracy ultimately depends on improving the teaching of basic scientitle principles and critical thinking in our elementary and secondary schools.

The first order of business is for the scientific community to make clear that it is not acceptable for religion or parapsychology to be taught in public schools under the guise of multiculturalism. A definite need also exists for scientists to draft guidelines and standards for multicultural science materials, which school districts could use in judging proposed texts and curricula.

I propose that the NSF begin the process hy sponsoring a conference as soon ason sible to draw up such guidelines and ga dards. The participation of research sixt tists us well as science educators is essutial. We must provide scientifically valid multicultural materials to satisfy a gowing demand, while preventing the introduction of questionable information in our schools. The NSF, as well as the Public Health Service, should support projects in which teams of scientists, including research soentists, produce ready-to-use multiculum science materials.

More scientists must get involved in selting standards for elementary and secondary science teachers and in developing curricula for the schools; these endeavors are too important to be left to colleges of education and state boards of education.

Bernard Ortiz de Montellano is professa of anthropology at Wayne State University and the author of Aztec Medicine, Num tion and Health (Rutgers University Pres.



### Test Bias and the Intellectual Processes of Blacks; the Academic Revolutionary, a Betrayer of Ideals

MAN THERE BE A BIAS IN THE SAT that hampers even privileged blacks? The first answer is that if there is a bias, it is not "white" in character. As the scores show, Asians rank ahead of whites when backgrounds are held constant, just as Hispanics outperform blacks. Asians and Hispanics do better on this American test because they study longer and harder, pay attention to the rules, and are less likely to cavil about the oddities of the test. If there is a bias to the multiple-choice matrix, it favors what might be called a technocratic mentality, which is emerging in Seoul and Bogotá as much as in Seattle

or Baltimore. But why so visible a black gap at every social level? Here the causes are explicitly racial, in that they stem from the segregation that affects even black youngsters from professional homes. Simply stated, the intellectual processes most black children learn, which tend to be at odds with technocratic modes, are reinforced by spending much of their time among people of

their own race. The persistence of segregation—residential and social draws a sharp dividing line between blacks and whites of all classes. In consequence, black intellectual styles remain more discursive than linear, which can be a drawback when facing a multiple-choice format. Indeed, one of the early arguments for integration was that in mixed classes, black students would learn "white" modes of interpretation and analysis, thus eroding the SAT gap. Yet white scores have been on the decline for at least 20 years, so whites may not be the best model.

-Andrew Hacker, professor of political science at Queens College of the City University of New York, in the March 23 issue of The New Republic

THE ACADEMIC REVOLUTIONARY IS A a fraud. Guaranteed a job for life through the tenure system regardless of subsequent performance, supported by dependable paychecks from the bureaucracy he pretends to scorn, relieved of some of the multiple anxieties of mortality by means of health insurance and a pension, and addicted as much as everyone else-if not more—to the perquisites of capitalism's shameless cornucopia, the revolutionary academic is no revolutionary at all. He is, rather, an exemplary specimen of capitalism in action. The marketplace of ideas, once only a metaphor, has erally become just that, a system of commodities....

The Academic Revolutionary is not just an oxymoron but an ultimate betrayer of authentic ideals. In acting out with such precision the roles assigned to him by capitalist ideology, while attacking the false consciousness of everyone else, he is pretty much in the sume class as the television evangelist who pretends to be amassing millions for Jesus, even as he lives a life of luxurious debauchery. -Harold Frontin. writer, in Academic Capitalism

and Literary Value. published by the University of Georgia Press

OPINION OPINION

By William Giczkowski

offered during the day as well.

pragmatism that cannot help but affect the

learning environment. Their life experi-

ences enrich classroom discussions and

force both students and teachers to test

theory against reality in a variety of disci-

plines, from ethics to business administra-

The career experiences of adult students

can provide valuable insights that re-

sourceful teachers can blend with instruc-

tional goals quite effectively. For example,

using management by objectives as a

leaching strategy can transform ordinary

experienced in meeting deadlines on their

jobs, they can show younger students

methods for coping with deadlines. More

important, project management provides a

format familiar to working adults, includ-

ing limited goals that students of all ages

It is also true, however, that teaching

adults can be challenging in unexpected

ways. For example, instructors must learn

to juggle several different roles simulta-

neously. Some adult students continue to

see professors as traditional authority fig-

ures. Others seem to require mentors and

Suides. A third group sees their instructors

as equals whose expertise differs from

their own. And sometimes the same stu-

dent is looking for a little of each of these

roles at different times during a course.

Clearly, the range of roles that the teacher

classes into team efforts that fre-

quently yield outstanding results.

Using this strategy, teachers cast

themselves as managers or super-

visors of teams of students and

assign each team a task to be

completed by a certain deadline.

Since adults on a team often are

<sup>can</sup> see as achievable.



of adult students assumes is broader than that for traditional-aged college students.

A pitfall of teaching adult students is that if their employers have underwritten their tuition costs for a particular academic program, some students may see their instructors as temporary employees of the company and demand a program designed especially for them. Others will see their teachers as the university's customerservice representatives to whom all manner of complaints can be made. Professors must resist such roles because they can employees' work sites, rather than on the campus. Students who are entering a degree program paid for by their employer and offered at the workplace need special orientation to help them understand how academic culture differs from corporate culture. Expectations on both sides should be realistic. Students cannot expect college professors to be their personal tutors. On the other hand, professors cannot expect the same autonomy that they have on

a college campus. For example, professors can expect at various times to have to sign The Influx of Older Students Can Revitalize College Teaching

involved.

which is to teach. Indeed, they must realize that they may not be the best problem Audio-visual aids may not be available. In solvers for students. When this is so, professors should be prepared to refer students to a more appropriate academic administrator and provide a short list of telephone numbers. Professors must portray the college or university as independent of any corporate sponsor and themselves as more than employees.

DEALLY, universities should properly orient professors who will be teaching L large numbers of adult students for the first time, preferably using faculty members already experienced in teaching such students.

Particular problems may arise if courses are offered, as is increasingly the case, at

undermine their primary responsibility, in with security guards, wear identification addition, some mid-level corporate supervisors who are not students themselves may not be totally supportive of an academic program offered at the workplace,

> Professors teaching adult students also need to understand the "cohort" model used in many university programs that are designed primarily for mid-career adults. These programs have a carefully ordered curriculum for the major field of study. New students enter a cohort group and take every class in the major with that group. Substitutions or electives within the major usually are not encouraged or even offered. Despite the lack of choice among

especially if release time for employees is

courses, the cohort model has the benefit of offering adult students. who know what they want a specific plan for earning degrees in the shortest possible time. For the professor, the cohort model provides students who are both motivated and focused.

Professors unfamiliar with this type of program, however, may find it disconcerting at first. Unlike traditional college classes. everyone in the class gets to know each other after the first few sessions. Therefore, the teacher of a class in the middle of the students' course of study has to deal with the group identity that already has developed, in addition to handling individual stu-

THILE the cohort group can provide an extremely supportive environment for teaching and learning, it also can be, on rare occasions, a professor's class from hell. A group determined to have its own way may go on strike or even attempt to replace the instructor. Professors should try to

avoid power struggles with students over who "owns" the group and should appeal to students' interest in completing the pro-

Most adult students cannot afford a leisurely exploration of university courses. Time is the biggest constraint, especially for mid-career professionals who have families and social obligations in addition to their course work and full-time jobs. In general, the more professors demonstrate an understanding of adult students' time constraints, the more successful their

classes will be.

Professors should be prepared to accept late assignments within specified limits, without penalizing students' grades; to emphasize the importance of proper time management from the beginning of the class; and to encour-

age students to come up with options for completing assignments within limits that are fair for all the other students. The net effect will be that the adult students will cooperate enthusiastically, and the quality of their work will improve.

Teachers of working adults have found that they need to pay particular attention to the pacing of classes. Given that students are likely to have had an eight-hour work day before class, continuous lecturing would be disastrous. And because many classes offered especially for working adults meet only once or twice a week for three or four hours, instructors need to prepare several different segments of instruction for each class.

Video presentations and interactive exercises help break large blocks of class Continued on Following Page

### LETTERS TO THE EDITOR

### Are There Too Many High-Paid Full Professors?

er's piece, "Too Many Full Professors: a Top-Heavy Pyramid" (March gage in faculty governance before the Hacker's indignation is reserved for 4), I guiltily canceled my customary weekday golfing expedition, left my Mercedes in the garage, and rushed to the computer to do an act of public penance. Let me confess: I make a salary, which after graduate training and almost 30 years in the profession. approaches perhaps 30 per cent of the salary of a reasonably successful lawyer or physician, not to mention the pay (before bonuses) of the CEO of a failing U.S. airline or auto corpo-

I confess to growing older and thus, doubtless, becoming less and less able to communicate not only with 18-year-old students, but with my 17-year-old daughter. If enough of us fat cats come forward, perhaps a pardon will be granted. But before we line up for a reimposition of ashes, it just may be possible to say something on the other side of the

Though there are elements of truth in Professor Hacker's picture, I'm afraid that various governing boards. public officials, and others would seize upon his proposals as an excuse for institutional downsizing rather than for opening the ranks to newly minted Ph.D.'s.

I don't know how things are in the City University of New York these days, but in the University of Illinois system, many department heads and deans have no guarantee under the current budget crunch that if a full professor retires tomorrow, that line can be retained to bring in even one assistant professor. Under these circumstances it is, arguably, not too cusuistical to say that we'd damn well better hope that a few of our higher-paid colleagues stay on board or even returning undergraduates, in to protect institutional investment in instruction until society at large decides that it can afford to support a sufficient number of entry-level positions to insure our replacement.

Of course there are better reasons for hoping that an adequate number

the next lew years, especially since when it comes from the ranks of the When I first read Andrew Hack- younger members of the faculty have professoriate itself. neither the time nor incentive to enaward of tenure. Professor Hacker, persons toward the end of their cahowever, seems to me to come peril- reers, whose salaries have already ously close to the assumption that leveled off in many cases, whereas he age is automatically suspect, youth says nothing about the phenomenon

axiomatically preferable. in itself a Bad Thing that students ticular ability to lead higher educa-"increasingly are taught by profes- tion or to deal with the public or the sors who are even older than their legislature. Perhaps his real bottom parents" ignores the fact that good line is the recognition that our counand had teachers exist at all ranks terparts in Ames, Iowa, have more and ages. Personally, I'd rather take discretionary money than he or 1 my chances on the experienced se- do-deplorable, no doubt, but hardly nior teacher or the much-maligned the basis for a populist campaign.

LAWRENCE POSTON



teaching assistant encountering the first excitement of dealing with freshmen than on all too many harassed assistant professors whose tenure depends on their doing everything Dr. Hacker from his vantage point in perfectly.

In any case, many of our students are themselves getting older—a phenomenon Professor Hacker has surely been able to observe from his vantage point in a large urban university. Those of us with graduate students, their late 30's and early 40's, know that one can no longer make certain traditional assumptions about the characteristics of our audience.

"The Full-Professor Bloat" is a melancholy reminder that professor- es. Are we academics so insecure

RESEARCH

I find it remarkable that Professor of administrative bloat, particularly The declaration that it is somehow in staff positions that call for no par-

TO THE EDITOR: It was disturbing to read the comments about the glut of full professors written by Andrew Hacker, himself a full professor! Although this personnel situation may create some oudgetury and administrative probems, many of Professor Hacker's opinions could easily lead to bigger problems if taken even slightly out of context by opponents of higher education. An average salary figure of \$109,100 might seem high in some and success of the organization. circles, but this is the salary of people at the pinnacle of their fields, living in

fessor Hacker for being top-heavy an area with an extremely high cost with "highly paid" full professors of living. (How it can seem high to also have reputations for excellence in both teaching and research. These the New York metropolitan area is reputations have been created, in large measure, by the very people In the same week that I read this Professor Hacker wishes would step article, I read also about plastic surgeons (at all levels of their field) aver-If asked to recommend a good uniaging more than double that figure. versity to which a bright high-school about a baseball player with a .250 student could apply, would Professor batting average (which means that he successfully gets a hit only once out of every four times at bat) who carns

Hacker recommend Alcorn State University over Harvard University? If he had reason to go back on the job \$4-million a year, and about heads of market, would be choose a school failing corporations who earn tens of that paid any less than a market salamillions in annual salary and bonus- ry or had caps on appointments to senior rank? Or would be expect his bashing is not only emanating from a that we find it necessary to apologize achievements to be recognized in the of full professors remain on hand to wide variety of sources, but also is for earning enough to support our traditional ways? RICHARD PARKER

Associate Professor of Marketing Glassboro State College Glassboro, N.J.

less than what is carned by even the

most mediocre professionals, execu-

salaries are associated with quality

Most of the institutions cited by Pro-

In academe as elsewhere, higher

tives, and ballplayers?

applaud Andrew Hacker's opinon that too many colleges have too many full professors who are paid too much, individually as well as collectively. Almost all of his suggestions are meritorious, although I doubt that most have any chance of being implemented. The one suggestion I don't like is that universities give teneaching rather than research.

This would only contribute to the spread of the already widely endorsed view that teaching really ggrandizement rather than on servsuccessful researchers with more time to do what they do best, and successful teachers with more time to do what they do best, keeping rank and salary the same for both sets of

name here, pays assistant profesor very well by national standards, but full professors only about 50 percent more. Our philosophy is that younger faculty need more than they are often paid elsewhere, and older faculty less. Consequently there is no shortage of funds for buying instructional equipment and books for the library and for the maintenance of buildings. At many public institutions in this state, the physical plant is quite literally falling apart, a direct result of the fact that faculty there are paid too much, all the more so when the cost of living in a rural place (where most

"You have to make a basic decision:

What means more to you, your glowworm research or Star Wars?"

00

sidered. Why am I dubious about the future of Mr. Hacker's proposals? Call it self-interest, economic rights, or sin. it all boils down to the fact that people will fight very hard to protect their own turf, and faculty are moliferent from anyone else. Too many faculty really want the

such institutions are located) is con-

structures to remain as they are. They like a system that values research much more than teaching. even when most of the bill is being paid by people who value teaching more than research. They like a system that gives them lifetime security (who wouldn'1?), even if it works to lent positions, and even if the same security is not enjoyed by other unlike a system that puts them at the

in short, solutions to the

rather with ourseives.
EDWARD B. DAVIS
Mellon Fellow in the Humanhes
Beckman Center for the Kirtory
of Chemistry
University of Pennsylvania
Philadelphia

OPINION

May student loans. My three chilben grew up in poverty, denied all attadvantages a physician's children can take for granted.

Now Professor Hacker would the me inflict the same damage on sygrandchildren. That's not just uniable: that's vicious.

JIM PERRY
Professor of Philosophy
Dale Mubry Campus
Hillsborough Community College
Tampa, Fla.

Date-rape statistics and 'expert' opinions

TO THE EDITOR: I was disappointed to see The Chronicle giving precious space to ret another non-expert who has hashed "feminists" in such rightwing platforms as The Wall Street lounal and The Public Interest. Those publications select their coverage more for conservative political preciness than for empirical accuracy, but The Chronicle should have

I refer, of course, to the two-page spread given to Neil Gilbert for his critique of date-rupe research. To compound the problem, your headline refers to Mr. Gilbert as a "Berkeley Scholar" and to his targets as "Feminists" ("A Berkelev Scholar Clashes With Feminists Over Validity of Their Research on Date Rape," February 26). . . .

He is a professor, but not in the area of sexual violence. The researchers he attacks have done methadologically sophisticated scientific studies and published their results in peer-reviewed journals. To enhance his status by referring to him as a scholar and to denigrate theirs by referring to them as feminists, as if their positions were political rather thanscholarly, is to play into the continued attack on uncomfortable findings by the well-heeled forces on the

Mr. Gilbert is, of course, entitled to his opinions. The fact that they have received so much attention is not, as your article claimed, an opening salvo in a buttle brewing over rape statistics, but simply another media-based attack on a favorite target. The fight has been going on for

years and will no doubt continue. You have a right to report on the overage of his opinions, but your nilitary metaphors and your unfortunate headline give those opinions anch more attention and credibility han they deserve. Instead, perhaps you should have devoted those two lages to the serious problem of date ape on campus, referred to Gilbert a passing as saying there are some People cited in conservative circles \*hoquestion the statistics, and given your attention to the real scholars on

JOAN E. CROWLEY nl Professor of Criminal Justice New Mexico State University Las Cruces, N.M.

TO THE EDITOR: Andrea Parrot's and Neil Gilbert's sections may not be as far apart as

Needless to say, since individuals can do firsthand investigation only If the legal definition of assault is within a small region of knowledge, ed, a lesser number of women will they must be willing to rely heavily e identified as victims of sexual ason the judgments of other specialists. sault. The legal definition of assault But the authority of specialists deequires that the victim feel threatrives from the supposition that they and by the behavior or have been base their knowledge on evidence. nt. By precedent, hurt has been de-Were intellectual communities really fined as physical. If we add together the touchstones of truth, it would be k number of women who reported hard to account for the ultimate sucky had been assaulted with those cess of the theories of Copernicus or neported they had been victims those of other path-breaking but origoffensive and demeaning behavinally isolated thinkers.

To be sure, it is only by using aca-Continued on Following Page QUOTABLE

"The astonishing thing is that young women pursue careers in science and medicine at all!"

ACK IN THE 1960'S, when I was in medical school, it was a widely held view among physicians that all women should have their children before the age of 30. Illnesses like endometriosis were seen as punishment for delaying having children. Needless to say, these widely accepted medical views owed more to social conditioning than to sci-

Today, few in the biomedical professions would admit to holding such unscientific views. In fact, now the punishments come to women who do have their children while in their 20's-at least among women in the sciences.

One recent study that focused on gender differences in the careers of 460 former National Science Foundation postdoctoral fellows showed that women who had children during their postdoctoral years did not attain the academic and leadership positions that the other women-and men-in the study population

But let's not blame the babies. Other studies have shown that both married and single women scientists and engineers have higher rates of unemployment and underemployment than their male counterparts. As in so many other fields, women in science eventually hit either the "mommy track" or a "glass ceiling."

According to studies conducted by the Pew Charitable Trust Science Education Program and researchers at the University of Colorado at Boulder, fewer women than men declare science as a major in college, and a greater proportion of women abandon science for other majors. As a graduate of Vassar-then a singlesex school-I note that there is an interesting exception to this trend: All women's colleges lose fewer of their science majors to other fields. Based on my personal experience, I believe that women's colleges can engender an environment and a mindset in which there are no barriers based on gender, an environment that encourages women to pursue "nontraditional" flelds-like science and medicine.

HY do women drop out of science?
A study by the American Association for the Advancement of Co. for the Advancement of Science found that women in science classes are subject to more negative treatment than their male colleagues-by both faculty and other students.

Perhaps one recent, glaring piece of evidence in support of this AAAS study is the article by a distinguished professor at the University of Alberta-favorably peer-reviewed and published by the Canadian Journal of Physics. This "scientific" observational study blames most of the ills of modern society, including corruption and cheating, on working mothers.

Such attitudes are easier to understand-if not condone-when one considers the fact that most science faculty are men. A 1990 report by the National Science Foundation shows a total of 151,400 men teaching in science departments at four-year colleges and universities, compared with 34,900 women. While 104,400 (68.9 per cent) of the men were tenured, only 12,600 (36 per cent) of the women had received tenure.

My own field of medicine mirrors the trends found in science. Although women now make up 38 per cent of medical students and women's academic performance is virtually indistinguishable from men's, women rarely achieve leadership positions on medical-school faculties. With some 14,171 women now on medical-school faculties, women represent 21.5 per cent of all faculty members. However. they occupy what might be called an academic ghetto: 49.8 per cent are clustered at the assistant-professor level, while only 9.8 per cent have achieved the rank of full professor. Today, no medical school is headed by a woman dean; in 1990, there were two.

NCE THEY HAVE SURVIVED the rigors of their education in the classroom, the laboratory, and the faculty lounge, how do women scientists and MD's fare in securing support for their research? The good news is that women's share of research grant money from the National Institutes of Health has doubled since 1981, and in 1990-91, women's and men's success rates for competing research project grants became virtually equal. However, women submitted and received only 19 per cent of these awards.

Another difference is that women's research is a bargain: Women applicants request less money than their male colleagues, on average about \$30,000 less. Thus, in 1990-91, women received a mere 16 per cent of funds for research project grants. . . .

In view of some negative treatment in the classroom and discouraging employment and funding prospects, the astonishing thing is that young women pursue careers in science and medicine at all!

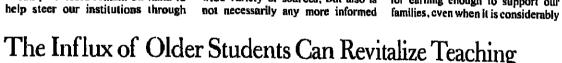
But it is fortunate-and important-for our country that they do. By the year 2000, women and minorities will account for 68 per cent of the new workers. Coupled with the fact that, if current trends continue, the United States will face a shortage of scientists and physicians by the end of the century, it is safe to say that sustaining America's scientific and biomedical preeminence depends upon attracting-and retaining—talented women and minorities.

If we are to ensure our country's future competitiveness, we must change the prevailing culture—the rules of the game—in our classrooms, boardrooms, laboratories, and faculty lounges. To do so, we must recognize that brains, not brawn, will dominate the next century, and that means more than ever we must tap into the brain power of women. . . .

Eighty years ago, when British women were trying to win the right to vote, they plaved by men's rules: They broke windows in Parliament Square. Many of the women were treated brutally and arrested. Their leader, Emmeline Pankhurst, pointed out that every advance of men's rights has been marked by violence and the destruction of property. She defended the women's actions, saying, "Why should women go to Parliament Square and be battered about and insulted, and most important of all, produce less effect than when they throw stones? We tried it long enough. We submitled for years patiently to instill and assa Women had their health injured. Women lost their lives. . . . After all, is not a woman's life, is not her health, are not her limbs more valuable than panes of glass? There is no doubt of that, but most important of all, does not the breaking of glass produce more effect upon the Government?"

While I am not advocating that American women in science resort to such behaviors—or even to the breaking of test tubes—it is clear that all of us in the scientific community have a lot of breaking to do-especially old rules, self-defeating habits, and glass ceilings.

-Bernadine Healy, director of the National institutes of Health, in the March 13 issue of Science



Continued From Preceding Page

time into smaller units, and photocopied material and hand-out exercises can change the pace or illustrate a point in a lecture or help focus class discussion. While these strategies are frequently used in traditional classes, they are more optional for a class that meets three or four times a week for an hour. They assume much greater importance when lectures alone would not be good pedagogy.

EACHING ADULTS Taises a bost of other our tions: Should learning always be measured in three-unit chunks of course work? Can learning be measured realistically in Carnegie units of "seat time"? Is grade inflation such a bad thing if higher grades reduce students' anxiety and thus help them to concentrate more on learning and less on grades? Do accreditation teams take into account the dynamics of non-traditional classes when evaluating university programs? What are the boundaries between job training and education? Contemplating these questions can be liberating for teachers, since challenging the popular assumptions about education often generates innovative thinking about how students learn best. The result may be more creative, and hence more effective, teaching.

Teaching adult students also encourages instruc-

matter. As Julie Thompson Klein, an associate humanities professor at Wayne State University, stresses in her book Interdisciplinarity (Wayne State University Press, 1990), neither the problems of society nor their solutions are neatly compartmentalized into disciplines. Many adult students seem to know this truth-however instinctively-better than their professors do. Therefore, in teaching adults, instructors ure but not full professorships to facmay need to approach their subject matter through ulty who put their energies into related to their own. To be more persuasive and effective, a professor of classics may want to introduce economic theories into a discussion of ancient civilization, for example; a professor of economics may connect developments in physics, chemistry, religion, or politics to lectures on economic

tors to be creative in how they approach their subject nun one discipline and learn more about fields.

Eventually, of course, the best that has been developed in programs for working adults will filter into lies?) We ought rather to reward more traditional programs. In the meantime, teachers and students of all ages have much to gain from changes occurring in response to the wave of adult

William Giczkowski is assistant professor of interdis-

TO THE EDITOR:

doesn't count when push comes to ward structures on intellectual selfice to our students and their fami-

keep younger people out of equivaversity employees. Above all, they center of that little universe called

the university; arrogance has always

problems at many universities lie not with legislatures or wealthy alumni. They lie rather with ourselves.

TO THE EDITOR:

Professor Hacker would see us full professors "sharing some of our financial good fortune with those who want to carry on our calling."

I did that already. I gave up a lot of My home institution, a small colincome, first as a graduate student income, first as a graduate student income, first as a graduate student income. I suspect we will validate the reciplinary studies at the University of San Francisco.

My home institution, a small colincome, first as a graduate lege in Pennsylvania that I will not and then as a junior instructor paying Aut of Mary Koss.





of a professional community as it

evolves over time and depend upon

the establishment and use of profes-

sional criteria." There is a certain

amount of studied ambiguity in all of

this, but the heart of the message

seems to be that truth is what some

particular circle of authorities be-

That is not how most people, in-

cluding natural scientists (our most

prolific discoverers of knowledge)

and mainstream philosophers, con-

ceive of truth and its pursuit. For

them, the test of truth is not the num-

ber of other persons, expert or other-

wise, who hold the proposition in

tion is the alternative best supported

question, but whether that prope

by available evidence.

lieves it to be at a given moment.

In response to a questionnaire sent

by Towson State University's Cam-

pus Violence Prevention Center to a random sample of 60,000 students

nutionwide, 9 per cent of the women

reported that they had been victims

of sexual assault. . . . An additional 4

per cent reported that they had been

victims of date rape. One-half of I

per cent reported being victims of

rape. These numbers are exception-

ally close to those reported in the

Koss study. . . . DOROTHY SIEGEL

Liberals, conscreatives,

TO THE EDITOR:

ruary 26).

discovered.

the media, and the truth

Gregory S. Jay fears his "side"

(which he misidentifies as "liberal")

is losing the debate over the intellec-

tual health of our universities be-

cause it hasn't been able to communi-

cate its most signal achievement

changing the truth ("The First Round

of the Culture Wars," Opinion, Feb-

Had the last quarter century of fer-

ment in the humanities indeed pro-

duced an astonishing body of new

knowledge about the human condi-

tion, he might well have a point. But

they have not, largely for reasons re-

vealed by his fuzzy and unhelpful no-

tion of what truth is and how it is

While changing truth involves

looking for evidence, making argu-

ments, and testing hypotheses. Jay

tells us, finally "we must persuade

audiences of our peers . . . that we

Executive Director Campus Violence Prevention Center Towson State University Towson, Md.

### Letters to the Editor

Continued From Preceding Page demic popularity as the test of truth that Jay can make his case that theories about the social construction of groups who support the student-loan sexuality and the critical deconstruction of texts represent intellectual breakthroughs. But no matter how large an academic chorus Jay amasses to sing the praises of these "breakthroughs," serious scholars, whatever their political persuasion, will continue to believe that something is terribly umiss with the brand of scholarship he evidently represents.

STEPHEN H. BALCH President and Executive Director The National Association of Scholars Princeton, N.J.

TO THE EDITOR:

There is much to admire in Gregory S. Jay's article, including his contention that "we face a messy reality in education: There is always a fine line between opinion and truth, and our job has to be the drawing of that

However, Professor Jay is not doing his job when he asserts, "The conservatives have a huge financial support network and are given frequent space in the pages of Newsweek as well as Commentary, The New Criterion, and The Wall Street Journal. 'Surely Jay jests,

He must know that there are only four relatively small conservative foundations in the United States, whose assets in the aggregate are nowhere near those of the Ford Foundation or the MacArthur Foundation. Surely, he must know that The New York Times, The Washington Post, Los Angeles Times, and The Boston Globe, have more influence and greater readership than The Wall Street Journal. While I'm bemused by his belief that Newsweek is giving frequent space to conservative opinion. Professor Jay neglects to mention Time magazine's almost total devotion to liberal views. And I suspect Professor Jay knows that the circulation of Mother Jones, The Nation, Dissent, The Progressive, Harper's Magazine, and The Atlantic is larger than the few conservative journals he Yes, there is a fine line between

truth and opinion, and Professor Jay would be well advised to find it.

HERBERT I. LONDON Dean of the Gallatin Division New York University New York City

NOTICES

### The charges of conflicts in the loan debate

THE CHRONICLE OF HIGHER EDUCATION

TO THE EDITOR: Your February 19 article "College Officials' Ties to Financial Insti-

tutions Prompt Questions About Conflict of Interest" misrepresents the relationships between the many

From the very beginning of the stu-

dent-loan programs 27 years ago.

have had a successful partnership

that has worked to deliver financial

that college representatives, such as

presidents and financial-aid adminis-

trators, are on the boards of lending

Nellie Mae, the New England Educa-

institutions, secondary markets (like

tion Loan Marketing Corporation),

guarantee agencies, and support organizations like the College Board, is

Nellie Mae consistently seeks ad-

vice from and relies on the commen-

tary of college representatives on our

board to help us address the real

board members do not act as rubber

tamps on decisions made in isola-

tion by Nellie Mae staff members.

lenge programs and policy to insure

that we maintain our mission of ex-

No single group within the student-

loan arena can work in isolation and

still continue to serve students effec-

tively. The mingling of lenders, sec-

ondary markets, college presidents,

and financial-aid administrators lets

each group better understand the

When Nellie Mae makes a "contri-

bution" to a group such as the Na-

tional Association of Student Finan-

cial Aid Administrators by taking out

an ad in its national conference book-

let or paying annual membership

dues, we're not doing it to coerce fi-

nancial-aid officers. We support NAS-

FAA because we understand the im-

portance of the role that financial-as-

sistance officers play in the delivery

of aid to students. When Anne M.

Sturtevant from Emory University

was quoted in the article saying.

"We're not being wined and dined.

We're working," she was really un-

derstating her point. No group within

the student-loan arena has worked

harder or longer to help students, or

knows better the issues facing stu-

dents and parents, than do the finan-

They are not empty-headed people

who can be swayed willy-nilly into

not supporting direct lending be-

cause Nellie Mae supplies cold cuts

when they attend advisory-commit-

tee meetings at our offices. Please

give this group, and college presi-

Nellie Mae, as a non-profit organi-

zation, will continue to serve stu-

dents, a little more credit.

Man S

cial-aid administrators.

needs and issues of the others. . . .

They are there to constantly chal-

panding access to higher education.

no secret nor is it a mystery.

President The New England Education Loan Marketing Corporation Braintree, Mass.

dents and families and maintain our

strong ties with the college community. We only hope that election-year politics will not be used to eliminate a

tested and successful public-private

partnership for an untested direct-

TO THE EDITOR:

lending system.

aid to millions of students. The fact I read with more than a passing interest your February 19 article. . . . Although I don't recall "angrily" refuting anything, I was very disturbed by the nature of the inquiry and the thrust of the questions being raised. My concern related not to the suggestion that my firm was somehow involved in persuading our clients to get on the "anti-direct-loan bandwagon." Quite the contrary, since I THE CHRONICLE had stendfastly refused to raise the issue within the United Negro Colneeds of students and families. Our lege Fund. And I regard the suggestion that our presidents—all of whom are African American—cannot think for themselves in the public-policy arena, but must be informed or directed by bankers and others in the guaranteed-loan community, as personally offensive and smacking of

The public record will show that John L. Henderson, president of Wilberforce University, was the first UNCF spokesperson to express reservations about direct lending-long before there was a Simon-Durenberger bill-in response to a question from Sen. Nancy L. Kassebaum at a March 21, 1991, hearing of the Senate Subcommittee on Education, Arts. and Humanities. He said: "I can't speak for all college or university presidents, but I certainly feel that Wilberforce University dues not want to be in the lending business nor do we want to be in the debt-collecting business. . . . . ''

This position, which was echoed by Oswald P. Bronson, president of Bethune Cookman College, during October 29, 1991, testimony, is the only one advanced on behalf of UNCF. It was uttered by a president, not uncr's corporate board.

It is ironic that most of the directloan debate has been carried on between lenders/guarantors and large research universities, while those who have the most invested and the most to lose if the untested notion is implemented—millions of student borrowers and thousands of medium and small-sized colleges and universities—have played little or no role.

Those who may see their directloan dream evaporating into a serious test of its fiscal feasibility and institutional practicality may have chosen character assassination and innuen-

RNALISH



Education Act of 1965, your Mills

NASFAA in the thick of the debite

Our purpose for being thereiston.

formly hold all, including ourself

responsible for delivering the by

service possible to all quality,

dents who lack the necessary

sources to pursue postsecondary

ucation. . Harvey P. Gronn National Chairman, 1922

Causes, solutions towas

facing research libraio

Your recent article about the

erunch for research libraries ("i

ing Costs and Dwindling But

Force Libraries to Make Dame

Cuts in Collections and Service

February 19) was well witten

provided useful information. Re

allow me to add just two more per

First, the cost of research public

tions: To publish a research jour

the costs of production and dish

tion have to be recovered overse

numbers of copies. . . . With 🕬

cunceled subscription, the cui dis

journal must be increased to raid

noint of breaking even. Whenke

ies add to the problem with system

ic or programmatic cancellato

planned regionally or nationally.

results can be devastaling-10

devastating. The few remaining a

ies become very expensive in

adding to the woes of those library

that must continue to receive that

Street, N.W., Washington

20037. Please include a day

time telephone number.

to this intractable puzzle.

TO THE EDITOR:

of Student Financial Aid Administra

"Bad news. We're getting tenure."

the work of reauthorizing the Hick

do as a substitute for fact and the best interest of students I am not sure where the idea for the

February 19 article came from nor why someone chose to suggest that William I. Ihlanfeldt and Bud Blakey were devils reincarnated. What I do know is that I have spent 25 years building a professional reputation of which I am proud. Some of those making charges and insinuations did not know the difference between a Pell Grant and a Food Stamp two years ago. It is simply unfair and inaccurate to impugn the veracity of persons who have labored in the vineyard of higher education for the betterment of students most of their professional lives, with no basis in fact to support these allegations. If we choose to discount every person with any connection to or alliance with any other person or entity in the higher-education community, we will exclude everyone! Being a not-forprofit does not exempt an entity from scrutiny for possible conflict of interest, nor should we infer guilt because

one is a for-profit entity. Let's stop assigning blame and looking for skeletons in everyone's closet. Or better yet, "Let him who is without sin cast the first stone."

WILLIAM A. BLAKEY

TO THE EDITOR:

. . . To imply that either personal gain on the part of campus-aid administrators or benefits derived by the National Association of Student Financial Aid Administrators through certain kinds of relationships might be put before the financial needs and interests of our nation's students is an inaccurate interpretation of both the style and distinctive characteristics of our profession.

The practice of financial-aid administrators has been and continues to be the thoughtful evaluation of all sides of any issue related to postsecondary-education financing and active engagement in dialogue among ourseives, as well as with all interested parties.

A recent example is the discussion that was promoted on the issue of direct fending at the meeting of NAS-FAA's board of directors last November. The dialogue was lengthy and was characterized by full description of the proposals for change and the varying points of view. No points of view were excluded from discussion. Ultimately, a resolution was passed by the board and was broadly com-

As we continue to participate in

Elaborate Russian Fashion; the 'Audacious' Peter Brook

> A hand-dyed linen and called costume designed by Elena and Eugenia Pelevina, seen at the Fashion Institute of Technology's Russian fashion show this month

By Zoë Ingalls FENTION RUSSIAN FASHION AND most Americans think drab: They see women in babushkas and ill-fitting coats on bread lines," says Debbie Gioello, chairman of the fashiondesign department at the Fashion Institute of Technology.

THE ARTS

Anyone in the audience for a showing of works by 12 Russian designers, held recently at FIT, was forced to shed such preconceptions immediately, Ms. Gioello says, so striking were the beauty and intricacy of the designs.

"The clothes were elaborate—elaborate in the richness of the color, the details, the embroidery, the amount of work put into them," she says.

"They were impeccably made," she

The show, "From Russia With Love," was mounted in collaboration with Cultural Contacts International Ltd., a non-profit organization that collects and promotes Russian textile and costume arts in the United States.

Inspiration for the clothes in the show came from a wide variety of sources, influding folk art, icons, and even architec-

ture, Ms. Gioello says. Allusions to a flying buttress or an onion-shaped tower might appear in the cut of a sleeve or the shape of a hat. The hues of a skirt or bodice might echo the earth tones of humble buildings or the vibrant colors of churches. theaters, or palaces-"purples and reds and rich golds, all intermixed," says Ms.

Other designs were clearly based on traditional folk costumes with their rich patterns and elaborate embroidery. The designers represented in the show are credited with reviving the peasant crafts of patchwork and quilting and elevating them to avtorsky kostium, the Russian term for haute couture.

That makes sense in a country where shortages are commonplace, savs Ms. Gioello, and reflects the same ethic of thrift that engendered early American quilting.

When cloth is not available, the designers resort to burlap, bed sheets-whatever is at hand. Their ingenuity has been called the "artistry of necessity" and makes their work even more impressive, Ms. Gioello

"I think that's part of the statement

they're trying to make: From nothing. something elaborate comes."

∠ A UDACIOUS" is an apt way of describing the work of Peter Brook, one of the most influential forces in contemporary theater, says Katherine H. Burkman.

Mr. Brook, the 66-year-old director who rose to international prominence during

the 1960's for his work with the Royal Shakespeare Company, has continued to spark the imaginations of some critics and tweak the noses of others.

In 1970, for example, Mr. Brook staged A Midsummer Night's Dream with elements from the circus: The lovers were jugglers; the fairies were trapeze artists; the rustics, clowns. The production was viewed as irreverent by some, brilliant by others. It is now "generally considered a landmark production," says Ms. Burkman, a professor of English and a specialist in modern drama at the Ohio State Univer-

Although best known for his work in theater, Mr. Brook has also directed film. television, and opera, including an acclaimed 1983 production of The Tragedy of Carinen at Lincoln Center. He is the codirector of the Royal Shakespeare Theatre and director of the International Centre of Theatre Research in Paris.

This month Mr. Brook became the first recipient of the \$50,000 Wexner Prize, which will be awarded annually by the Wexner Center for the Arts at Ohio State. The award honors a person in any artistic field whose "highly original and influential work has consistently challenged conven-

tion." Certainly Mr. Brook is "one of the

great innovators of our time in modern theater," says Ms. Burkman. "But he's done a lot of classics, so his innovations do not come out of nowhere-they are grounded in tradition."

In 1970 Mr. Brook founded the International Centre of Theatre Research. Over the next three years, his company performed in Iran and throughout Africa with experimental performances called "carpet shows."

"They'd literally put down carpets on the grass and perform," Ms. Burkman

In 1985 he produced what has been called the "theater event of the decade," The Mahabharata, a nine-hour extravaganza based on the Sanskrit epic that includes the Bhagavad-Gita, a sacred book of Hindu philosophy.

Mr. Brook's recent work reflects his vision of a "global theater" with international casts, she says, and his 1991 production of The Tempest featured a black Prospero.

Some 25 years ago Mr. Brook wrote seminal work, The Empty Space, in which he criticized modern theater's overemphasis on "visual decoration, realism, and psychological explanation." Ms. Burkman says. He urged a return to immediacy and the kind of theater that engages the audience's imagination.

Today Mr. Brook is still striving to fill the stage with originality. For him, "the empty space is never there to create what was," says Ms. Burkman, adding: "He is always exploring. He was very young when he started, and he's still very young in his 60's. He's still exploring as if he were a young, headstrong innovator."

Second, the differential pricing work in the arts. journals: Scholarly journals, in the cases, are not sold with a "pt stand price." Rather, they are and able by subscription only. in 🖷 The large volume of letter to the editor of The Chronia cle prompts this suggestion Limit the length, where por sible, to 500 words. In the competition for space, short letters must sometimes b given preference. Letters may be condensed. Send them to: Letters the Editor, The Chronicle Higher Education, 1255 23n

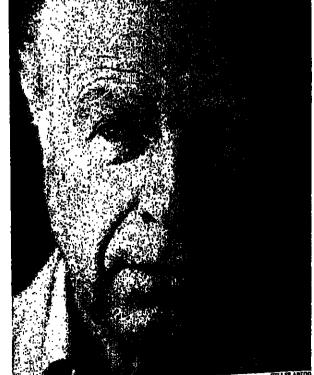
Peter Brook (right).

winner this month of the

Wexner Prize (below).

original and influential

which honors highly



CHREMANIS OFFICE

"I'm pleased, Mr. Fenton, that Willa Cather and Herman Melville made your short list,"

municated.

### Letters to the Editor

Continued From Page B6 instances, the journals are the production of an association or society. creased price for non-members, and excess moneys and profits back to the highest price for libraries. Associations and societies have used this differential pricing for a long time as an indirect way to have ucademic institutions grant what ore, in effect, subsidies. With costs constant and fewer units sold to recover these costs, the indirect subsidies again increased, not arithmetically or incrementally, but geometrically.

The problem is not new. Its effects began in the late 60's and 70's and persist. The result is that many have concluded that the published article is no longer an appropriate means of communicating scholarly informution and should be replaced by some form of digital file or image. And that brings on its own sets of problems of cost, distribution of cost, and control of the bottom line. . . .

RONALD E. DIENER Former Chief Executive Officer
The Council for Bibliographic
and Information Technologies
C'olumbus, Ohio

TO THE EDITOR:

... The story concerning rising costs and dwindling budgets for libraries certainly shows the serious problem all colleges and universities face in providing library resources for students in times of recession and budgetary cuts. In that article it indicated that the libraries at Stanford University, looking to save \$3.1-million over the next few years, are con- in the more than 500 media intersidering laying off about 10 per cent of their staffs, among other measures, and closing the main undergraduate library and merging it with other libraries on the campus.

On that same page in your "Give & Take" column is a news item that may or may not have been put on the same page by your layout staff to have the time or the inclination to dents. Unable to make the transition make a point. But the point is worth comprehend complex, objective re- to courses in English, they pathetinoting. The story states that "The board of directors of the Stanford University Bookstore announced that it would review its employees' compensation after a published report said the top managers received annual salaries of more than \$100,000, along with a vacation home, a motor home, a sailboat, and the use of luxury cars as perqui-

This comparison of priorities and

THE CITEONICLE OF HIGHER EDUCATION

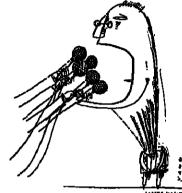
problem of the management of colleges and universities. One could easily think that the university might Thus, one finds them priced with the be better off to regain control of its lowest price for members, an in- own bookstore and to channel those support its libraries. . . .

Avoiding the pitfalls of media attention

TO THE EDITOR:

In "Talking Heads From Academe" (February 19), Jerrold M. Post used the better part of two pages detailing media attention given him blessing. It places demands on your during the Persian Gulf war. What the article lacked, however, was a and rarely results in a pay raise or a solution to the problems academics larger office. But it does give public face when dealing with the press.

As a televangelism researcher, I



have encountered similar problems views I have given. Generally, the and dropping out due to the total inbigger the news organization, the adequacy of intensive English-lansloppier the handling of quotes and

I quickly learned that if I want to keep my research (and my college's name) in the limelight, I need to accept the fact that journalists don't search. They often only want a sen- cally took the same courses in Spansational quote to go with a preconish over and over. ceived slant or want to condense results to make generalizations.

A major problem that Post failed to address is the fact that reporters rely too much on the same old "expert" whenever there is a breaking news story. The professor chosen is usual- ico and go to school in the United ly one they can depend on to give States. Mexican students along the them quick quotes or sound bites. A 2,100-mile border from San Diego to large national newspaper quoted me Brownsville who opt to live at home control shows the seriousness of the in over 25 stories and got to depend and to study in the United States de-

on me so much that the reporter once called in a rush to meet a deadline and told me, "This is what I need you to say. . . . " At other times, I was expected to provide an intelligent quote on a tangential subject in which I had no expertise.

The solutions range from ignoring the problems and taking whatever publicity you can get to complaining A. R. SULLIVAN
Chief Executive Officer
Sullivan College
Louisville, Ky.
Callousness and the latter keeps you from ever getting called again.

I had to learn to be more discerning when the media called. I ended up with an unlisted home phone number and had the secretary screen all my office calls. I have attempted to control which journalists I talk to instead of letting them control me.

Media coverage is a curse and a time, causes strained relationships, exposure to years of hard work and is great for the ego. It can bring satisfaction to the researcher who is able to stay in control.

STEPHEN WINZENBURG

Mexican students need more help to succeed

TO THE EDITOR: The Chronicle article of February

26 ("Mexican Students, Including Commuters, Succeed at Texas Universities") asserts that Mexican students who commute to the University of Texas at El Paso are succeeding. The tragic reality is that the overwhelming majority are failing guage services. The dropout rate is so high that for years the university administration has refused repeated

requests to make it public. I taught introductory courses in Spanish to Mexican commuter stu-

UTEP does not require its commuter students to pass the widely used Test of English as a Foreign Language before taking courses in English. Nor does it provide intensive English for students who live in Mex-

serve better than what is available in AARON SEGAL
Professor of Political Science
University of Texas at El Paso
On Assignment, 1991-92,
Florida International University
University Park Campus
Miami

SOMEWHERE

in

"OMELETTE , MADANE, OMELETTE," PROF

GORMAN SUPPLICATES DELIRIOUSLY

Anti-Israel bias in Palestinian article?

THE CHRONICLE OF HIGHER LOUCATION

TO THE EDITOR:

The recent piece by Ellen K. Coughlin on the Palestinians ("As Perceptions of the Palestinian People Change, Study of Their History and Society Grows," February 19) provides such a thoughtless example of anti-Israel bias that I feel it necessary to write to protest its particular misreporting of history.

Coughlin states, speaking of attitudes to research on Palestinians: "Other researchers date the change to the Israeli invasion of Lebanon in 1982. The harsh treatment of the Pulestinians during that engagement, and especially the massacre of hundreds at the refugee camps at Sabra and Shatila, provoked sympathy for them, scholars say, and created an opening for studies that looked at them in a more empathetic way."

Is not the commonsense interpretation of the above sentences that it was Israelis who massacred hundreds of Palestinians at the refugee camps? Would any reader ignorant of the events conclude that the massacres were in fact planned and carried out by Lebanese Arabs?

That the remainder of the article is relatively free of anti-Israel bias is just a reminder of how pervasive and unconscious assumptions about the Middle East tend to be. It is the combination of a lack of understanding of Israeli political stances (often related to ignorance of Middle East history), with implicit contempt for Arab behavior (they must always be held to a lower standard), that poisons so much of Western reporting on the Middle Page 1134 Middle East. NIGEL PANETH East Lansing, Mich.

Altering public views of Western art

TO THE EDITOR;

In his letter criticizing the wall texts of the National Museum of Art's "The West as America" exhibition (" 'Revisionist' exhibition was overly didactic," Letters to the Editor, February 19), Charles A. Miller misses my point. In my Opinion piece ("Revisionism Has Trans-ums," January 22), 1 did indeed portray the exhibition as an example of "beleasured the University of the Ph.D. in English at the University of the P beleaguered revisionism." But I ty of Oregon.

ulso acknowledged that "The Wol us America" had its flaws.

OPINION

FRANCE

The real question is whether or not there is space in art museums foretperimentation. Translating minuist art-historical research internsum exhibitions is a tricky mater. There are no proven formulas. Curators will err and learn from their errors. They also need freedom to evperiment.

"The West as America" was the first nationally visible exhibition to deal critically with representations of Native Americans and the imagery of Manifest Destiny. Inevitably it gescrated controversy. Yet judging from the comment books placed at the said of the exhibition, a majority of vistors welcomed this new perspective One visitor wrote: "At last, we are attempting to write the real history of America-and her powerful mythic images." This visitor was typical of hundreds who understood both the exhibition's aims and the difficulty of realizing them.

Yet Professor Miller believes the the problem with "The West at America" was simply its wall less Had the show been less didactic, h writes, it "would have provoked to controversy." Thus he implies that because of its ill-judged wall tests. "The West as America" got what deserved from neoconservative of

umnists and right-wing Senators. Following Professor Miller's logic. museums ought to avoid contourny at all costs. Yet controversy is the lifeblood of democratic culture. Asl pointed out in my essay, we suffer because museums and corporate elites involved with sponsoring elit bitions "fear controversy and critical thought." In this regard, Professor midity in the face of neoconservative

Despite its problems, "The West as America" altered the way the pub lic looks at Western art. The nay 53) back to Cowboys and Indians as Isl al, which probably exp cries of pain and outrage as well as their continuing obsession with the exhibition's wall texts.

Correction

in a letter to the editor in the Feb ruary 19 issue of The Chronick.
"The Quarrel Over Feminist Philosophy Continues," Delia Caton Fish

Faculty exchange

March 25, 1992

Housing exchange . Index - Positions available THE CHRONICLE OF HIGHER EDUCATION

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Iowa 10, 11, 14, 21, 24, 25, 27, 37, 39-41, 45, 47, 49 Jown 10, 11, 14, 21, 24, 25, 27, 37, 39, 40, 44 Kansas 28, 39, 40, 50 Kentucky 15-17, 36, 37 Louistans 14, 15, 21, 29, 32, 49 Maryland 14, 18, 20, 25, 31, 34, 36, 43 Magaschuserin 10, 14, 21, 22, 23, 38, 40, 44, 45, 48, 51 Michigan 9, 13, 15, 21-23, 29, 31, 41, 45, 46, 50 Mignesota 18, 21-24, 34, 35, 37, 40, 44 Nebraska 14, 28, 41, 47, 48, 59 Newada 15, 18 New Hampshire 12, 14, 22 New Jeney 20, 23, 27, 30, 32, 34, 36, 42, 43, 48, 50, 51 New Mexico 18, 24 New York 14, 16, 18-20, 22-25, 29, 32, 34-41, 45-47, 49 North Cerodina 17, 19, 23, 25, 27, 33, 35, 40, 46, 47 North Dakois 11, 21, 31, 46 Ohlo 9, 12, 16, 18-20, 23, 27, 29, North Dakois 11, 21, 31, 46
Ohio 9, 12, 16, 18-20, 23, 27, 29, 32, 34, 35, 37-40, 43, 46, 49
Oklaboma 15, 19, 20, 23, 37, 49
Oregon 11, 20, 21, 24, 25, 32-34, 36, 40, 41, 46, 48, 51
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Rhode Liland 30, 36, 38, 41
South Carolina 12-14, 19, 22, 24, 27, 34, 39, 43, 46
South Dakota 40
Tennessee 11, 16, 17, 32, 41
Texes 13, 15-17, 21, 23-26, 28, 29, 32, 34-39, 42, 40, 47, 48, 51
Utah 13, 15, 18, 21, 26, 36, 45, 49, 50
Vermont 20, 24, 27, 38, 47
Virginia 9, 10, 12, 13, 17, 19, 22, 23, 26, 27, 35, 36, 38, 40, 41, 44, 50, 51
Washington 21, 22, 24, 27, 32, 36, 38, 39, 42, 43, 51
West Virginia 10, 13, 15, 20, 23, 26, 32, 37, 40
Wiscondin 18, 30, 41, 45, 49
Wyoming 24, 39

soul horas was and STEIN

> "You're a hippopotamus, son, and I'm a hippopotamus, too. But for some reason I could never understand, we are hippopotami."

### THE UNIVERSITY OF PAPUA NEW GUINEA

### LECTURER/SENIOR LECTURER/ASSOCIATE PROFESSOR IN HUMAN GEOGRAPHY/ PLANNING - W061009/92

The Department of Geography is seeking a Human Geographer with a specialist interest in regional, development and/or physical planning. The Department wishes to appoint an experienced individual at a senior level, but is interested in applications from less experienced planners who are able to bring new techniques to the Department. An ability to contribute to first and second year introductory courses is also required.

Applications close on Friday 10th April 1992.

--- SALARY -

Lecturer K24845 - K30215 per annum plus 25% gratuity

Senior Lecturer plus 25% gratuity

Associate Professor K42105 - K45615 per annum plus 25% gratuity Applications will be treated as strictly confidential

and should include a full curriculum vitae, a recent small photograph, the names and addresses of three referees and date of availability. In order to expedite the appointment procedure, applicants are advised to contact their referees to send confidential reports directly to the University without waiting to be contacted.

Applications should be forwarded to the Deputy Registrar (Staffing), P.O. Box 320, University Post Office, Papua New Guinea. T. IAMO, REGISTRAR

# **KUWAIT UNIVERSITY**

### College of Arts Department of

Applications are invited for the following positions commencing September, 1992 or February 1993 in the following

**English Language and Literature** 

Linguistics Transformational Grammar Semantics/Pragmatics Psycholinguistics
Discourse Analysis/Translation

Computational Linguistics Literature

Poetry, Drama and Novel Requirements: Ph.D. in the specified field at time of application, minimum of three years' teaching experience at the university level, copies of publications in refereed journals,

For applications and conditions of services, write or call: Kuwait University Office 3500 International Dr., NW Washington, DC 20008 Tel: 202-363-8055

Completed applications together with non-returnable copies of qualifications and sample publications must be sent di-

The Chairman Department of English Kuwait University P. O. box 23558, Safat MUMMII

Deadline for receipt of applications: April 20, 1992.

Accounting/Management/Marketing: Anticipated Openings for full-time faculty positions. Candidates away have a doctorate degree with emphasis in discipline to be faught. Position responsibilities include student advisement, faculty committees and exit-curricular activities other than teaching and research. Excellence in teaching in a multi-cultural evolutionment is a priority emphasis. Annual (12-month) contract sets mislimum teaching load at 24 credit hours pius studyresearch activity. Salaries are negotiable. Our mission emphasis is education in an international (slobati context. Applications will be accepted until positions are filled. Send letter of application specifying position sought, resume (curriculum vilne), trauscripts, and names and telephone numbers of time curriculum vilne), trauscripts, and names and telephone numbers of time curriculum vilne), trauscripts, and names and telephone numbers of time curriculum vilne), trauscripts, and names and telephone numbers of time curricular references to: Dr. Wayne H. England, Provots, Salem-Telkyo University, P. O. Box 500. Snlem. West Virginia 26426.

### THE CHINESE UNIVERSITY

THE CHINESE UNIVERSITY OF HONG KONG (founded 1963) offers comprehensive programmes up to Ph.D. level in the Humanities, Business Administration, Science, Medicine, Social Science, Education, Engineering and Architecture. Current student enrolment is 9,300 full-time equivalent, which will expand to 11,500 by 1994-95. The University is very active in promoting research and consultancies and liaising with industry and the business sector worldwide. Both English and Chinese are used in leaching and administration.

Applications are invited for

Senior Lecturer/Lecturer in Education senior Lecturer/Lecturer in Education
Applicants should possess a higher degree (preferably a Ph.D. degree), appropriate teaching and research experience. Knowledge of
flong Kong's educational system and good command of Chinese will
be an asset. The appointee will be expected to teach courses in the
fleld of philosophy of education. Duties will include teaching in the
part-time Degree Programme as well as other academic programmes
offered by the Faculty of Education, and supervision of student theses.
The post is tenable from August 1, 1992.

Annual Salary
HK\$309, 120-350, 700 by 2 increments BAR
HK\$371,520-516, 480 by 7 increments
(Approx. exchange rate at March 11, 1992: US\$1 = HK\$7.6;
£1 = HK\$13.4)

Starting salary will be commensurate with qualifications and experi-

Conditions of Service
The University offers a competitive remuneration package. For superannuable appointment, benefits include leave with full-pay, contribulory superannuation scheme (University 15%, appointee 5%), medical
and dental care, education allowance for children, housing benefit for
an appointee with annual salary of HK\$329, 880 or above (with appointee contributing 7.5% of salary towards the provision of housing).
Appointment may also be be made on fixed term contract which carries equivalent benefits including a contract-end gratuity (15% of basic
salary) in fleu of superannuable benefits. The University may also
consider flexible terms for suitable candidates.

Application Procedure K30215 - K37550 per annum

Application Procedure
Send full resume in duplicate, giving full particulars, as well as names and addresses of 5 referees, together with copies of qualification documents (in duplicate) and recent publications to the Personnel Section, The Chinese University of Hong Kong, Shatin, Flong Kong (Fax: (852) 603 5026) before April 11, 1992. Please quote the reference number 10/509/2/92 and mark "Recruitment" on cover.



### Chair of Botany (Ref. 91/92-85)

Applications are invited for the Chair of Botany which will fall vacant on July 1, 1993, following the retirement of Professor D.A. Criffiths. Applicants should have strong academic qualifications and an outstanding record of research and publications. The successful candidate is expected to provide academic leadership in teaching and research and may be appointed as flead of Department.

The University would prefer to make a pennanent appointment, but consideration may be given to applications for appointment for a fixed-term or on secondment for a period of preferably not less than three academic years. The University reserves the right not to fill the Chair or to fill the Chair by invitation or to make an appointment at a lower level.

Annual salary (superannuable) will be within the professorial rauge, of which the minimum is HK\$685,620 and the average is HK\$ 848,040 (approx. US\$1 = HK\$7.80 as at March 4, 1992). Starting salary will depend on qualifications and experience. At current rates, salaries tax will not exceed 15% of gross income. Housing at a charge of 7.5% of salary, children's educational allowances, leave and medical benefits are provided.

Further particulars and application forms may be obtained from Appointments (40426), Association of Commonwealth Universities, 36 Cordon Square, London WCIH OPF, UK; or from the Appointments Unit, Registry, The University of Hong Kong, Hong Kong (Fax (852) 5592058); E-mail: APPTUNIT@HKUVM1.HKU.HK).

Closes: 15 May 1992,

degree and teaching experience is preferred. The closing date for applications is
April 1, 1992. Send tetter of applications and
résumed and irranscripts to: lodant Hills
Community College, 325 Grandylew, Ottumwa, lowa 3250; Office: 515-681-3185
(Monday through Thursday); Residence:
315-684-6303 (Evanings and Weekends).

AA/EOE.

seeks applications for the position of Director of Administrate Sorvices (Fiscal Officer. Position is administratively responsible for fiscal, personnel, and computing services of the College of Agriculture. This includes: develoning reports to federal and state agencies, central university administration, and grant and contracting agencies; providing fiscal data and analysis; assisting in annual function of the shove areas is critical administration, and grant and contracting agencies; providing fiscal data and analysis; assisting in annual function of the college computing structure and allocations; insantiging appropriated foliar; belong a grant properties of building in annual function of the position of Administration, and grant properties of the college computing structure development and allocations. Administration of the position of Administration and a feast three years of management level of specifical three position includes traveling to community colling and appropriated of fiscal, business, and electronic mapagement systems in the colling appropriate colling and propriate and the colling appropriate of the propriate of the propriate and the colling appropriate of the propriate and the colling appropriate of the propriate and the colling appropriate appropriate and the colling appropriate and the colling appropriate appropriate and the colling appropriate and the colling appropriate and the colling appropriate appropriate and the colling appropriate and t

Admissions: Assistant/Associate Director of Admissions. Coeducational, 9-12 board-ingiday school seeks candidates for the above 12-mosth position. Responsibilities include 6 weeks of travet, inquiry follow-up and application evaluation, interviewing, implementation of open-house and consultant tour programs, and complete responsibility for financial aid, Experience in one or more of the above areas to exiting a response.

Education Practice, Korm/Ferry International 900 19th St., N.W., Suite 200
Washington, D.C. 20006
Tel: 202/822-9444
Fax: 202/429-0949

Apricultural Economics: Agricultural Economics of Experiments and evaluates Extention Education Experiments and evaluates Extention Education Experiments of Experiments and evaluates Extention Education Experiments and evaluates Experiments and Experiments and evaluates Exp

UNIVERSITY OF NATAL

South Africa An equal opportunity, affirmative action University.

Chair/Professorship

Ref: P24/92

Second Language Studies

A new Department of Second Language Studies has been established, drawing logether existing staffworking in the field teaming and leaching of English as a second language. The field:

— meet the needs of students studying in the medium of English for whom English is a second language; and of trahestory in service teachers of English as a second language; and of trahestory in service teachers of English as a second language; and of trahestory in service teachers of English as a second language; and of trahestory in service teachers of English as a second language; and of trahestory in service teachers of English as a second language; and of trahestory broadening the field to second language studies generally trade critical awareness of language issues.

Applicants should have considerable experience, experise and publications in some of the following areas:

Applied Linguistics

Feaching English as a second language

Experience in developing countries and/or intercultual classrooms

Researching and developing curriculum materials.

classrooms and developing curriculum maleitals and reaching methods.

Commitment to the promotion of a non-racial, nonsexistant democratic ethos is essential.

Department of Sociology

Professor Ref: P38/92.

Applications are invited for the new post of Professor in the Department of Sociology. The successful applicant must need accord of high academic attainment within the discipled sociology, and be able to provide academic leaderships dynamic growing department which is committed to the university's education development programme to discatorate sectors of South African society. A knowledge and research orientation lowards, South African issues will be tecommenciation.

The salary offered will be determined according to the qualifications and/or experience of the successful application. Application forms are obtainable from the Office of Science and Technology, S.A. Embassy, Suite 350, 4801 Massachushi, Avenue, N.W., Washington DC 20016 OR The Personnel Section, University of Note;, P.O. Box. 375. Pietermaritzburg 3200, Swith Africa, telephone (0331) 95-5277.

PARTNERS IN PROGRESS



RICHMOND COLLEGE London, England

HEAD

### DIVISION OF BUSINESS ADMINISTRATION AND SOCIAL SCIENCE

Richmond College, an international liberal arts institution accreditelials U.S. and awarding BA and MRA degrees, has more than 1,000 salab from 80 countries. Forty full-time and a number of part-time faculty and at two campuses in London—Richmond and Kensington.

The division offers courses in Business Administration, Internation Business, Economics, Anthropology, Sociology, Psychology, and Palacal Science. Richmond College seeks a seusoned administrator who at demonstrate success as a college teacher in any of the division's bisplines, with preference given to areas of Business. Candidates are single with experience at leust at the level of department chair, and seministrate who the needs of a division combining business (as the larger companent as social sciences. Leading candidates will hold a doctorate and have equinence in U.S. and international higher education.

The Head is the chief condense administrators of the division and, without

The Head is the chief academic administrator of the division and withing administrative work schedule, is expected to teach four courses regular in the division at the faculty rank of Principal Lecturer.

The position, which will be filled by July 1992, offers a competitive salot and a comprehensive benefits package including participation in the lieversities Supperannuation Scheme or TIAA/CREF. A job description and benefits information will be sent to qualified cast dates. Applications and nominations, which will be held in absolute condence, should be sent to:

John Kuhnle, Managing Vice President Education Practice, Korn/Ferry International 900 19th St., N.W., Suite 200



### THE HONG KONG UNIVERSITY OF SCIENCE AND TECHNOLOGY

The Hong Kong University of Science and Technology was established in April 1988 and is funded by the Hong Kong Government, its mission is to extend educational opportunity, to contribute to the territory's economic and social well-being, and to promote research, development, and entrepreneurship in the Asia-Pacific region.

Pacific region.

The University has set up a number of research institutes and the Research Centre to facilitate collaboration among members of different departments as well a partnership between the University and Industry and commerce. Major efforts are being directed towards biotechnology, advanced materials, information technology, micro-electronics, CAD/CAM, software engineering, scientific computation, environmental studies, transportation, finance, international business, entrepreneurship, corporate strategy and regional develop-

Students have been admitted for October 1992 at the undergraduate and post-graduate levels, including the doctorate. Enrollment is expected to grow to 7,000 FTE within 5 years, and possibly to 10,000 by 1999. Studentistall ratio will begin at 7 to 1, leveling off to 11 to 1 in the steady state. While students are expected to be billingual, the medium of instruction is English.

**Faculty Recruitment** Faculty Recruitment
The University now has 14 departments and divisions and a teaching faculty of about 110 members. Three
more departments will be added in 1992, when the faculty is expected to grow to over 270. Applications and
nominations are now invited for Professorships, Readerships, Santor Lectureships and Lectureships in the
following departments/divisions for the 1992/93 academic year:

SCHOOL OF SCIENCE Department of Blochemistry
Department of Blochemistry
Department of Chemistry
Department of Chemistry
Department of Mathematics
Department of Physics

SCHOOL OF ENGINEERING
Oppartment of Civil & Structural Engineering
Department of Civil & Structural Engineering
Department of Computer Science
Department of Electrical & Electronic Engineering
Department of Mechanical Engineering
Department of Chemical Engineering (Inaugurates in 1993)
Department of Industrial & Manufacturing Engineering (Inaugurates in 1993) SCHOOL OF BUSINESS AND MANAGEMENT

Department of Accounting
Department of Business Information Systems (Inaugurates in 1992)
Department of Economics

Department of Finance Department of Management (Inaugurates in 1992) Department of Marketing (Inaugurates in 1992)

8CHOOL OF HUMANITIES AND SOCIAL SCIENCE Though specializing mainly in science, engineering, or business and management, all undergraduates of the University will be required to spend at least 12% of their time on studies in the humanities and social science. While there will be no first degrees in these domains, there will be a major post-graduate programme up to

Division of Humanities:

Division of Social Science:

aconomic or urban geography International economics social research methods

Cutilications and Experience: Applicants for senior positions are expected to have high academic and/or professional qualifications together with satisfactory relevant experience in higher education. Applicants for Lectureships should have a Ph.D. In the related discipline and preferably have some relevant postdoctoral

Salary Ranges Minimum approx. US\$87.900 per annum approx. US\$84,200-US\$65,300 per annum approx. US\$81800-US\$82,700 per annum approx. US\$39,600-US\$66,200 per annum

(Starting salary and rank will depend on qualifications and experience.)

Conditions of Service: Generous fringe benefits including medical and dental benefits, annual leave, and children's education allowances are provided. Housing benefit and passages are also provided where applicable, initial appointments will be on a three-year contract; a gratuity of 25% of the total basic salary drawn is payable upon successful completion of contract. It is the intention of the University to introduce a superannualion scheme and arrangements will be made for eligible staff to join the scheme if established. Approved sabatical leave with be at full salary.

Applications: Further particulars are evallable upon request. Applications/nominations together with a our-flowing vites and the names of three referees should reach the Personnel Office at the following address: The Hong Kong University of Science and Technology, Clear Water Bay, Kowloon, Hong Kong (Fex: (852) 358 9700). Applications in response to earlier advertisements will automatically be reviewed and such candidates need not re-apply. The search will continue until suitable appointments are made.

peers; in understanding of and identification with Eastern's mission attatement; complementarity to existing colleagues and sillivis work to assist to exist the colleagues and sillivis work to existing colleagues and sillivis resourceful account of the colleagues and strict in the desire to follow fersion and to model the integration of faith and lateries and in model the integration of faith and lateries. The colleagues is an Equal Opportunity, Affirmative Action Employer.

Many and minorities are warmly encouraged to spely. Send applications and nomination with three reference to W. Ward and the colleagues of the colleagues and other of Colleagues and the colleagues of the colleagues o

brades. Eastern College is an Equal Oppostently. Affirmative Action Employer.
Memes and minorities are warmly encouractionspy. Send applications and nominims with three references to W. Ward
Outque, Provost, Bastern College, 10 Fairtee Brive. Brive. St. Davids. Pennsylvania
1997-1996. In 2(13) 341-1460.

Ashenpology / Linguistic Anthropologyfairently of lowa seeks a linguistic anmyopologie for a 1-year replacement appositionent at the Assistant Professor of Instant professor level. Candidate should be
strong in visual aris; painting, drawing,
sculpture, ceramics, art his internal as a
growing four-year liberal arts institution.

Ashenpology / Linguistic Anthropologyfairently of lowa seeks a linguistic anmyopologie for a 1-year replacement apposition for Fall 1992 at the assistaant professor level. Candidate should be
strong in visual aris; painting, drawing,
sculpture, ceramics, art his ira one-person department at a
growing four-year liberal arts institution.

Britania dispersation sculpture, ceramics, art his internal arts institution.

Britania dispersation in the professor level. Candidate should be
strong in visual aris; painting, drawing,
sculpture, ceramics, art his ira one-person department at a
growing four-year liberal arts institution.

Britania dispersation in the professor level, Candidate should be
strong in visual aris; painting, drawing,
sculpture, ceramics, art his ira one-person department at
growing four-year liberal arts institution.

Britania dispersation in the assistant and professor level. Candidate should be
strong in visual aris; painting, drawing,
sculpture, ceramics, art his liberal arts institution.

Britania dispersation in the action in the

**OPPORTUNITIES ECONOMISTS** 

at an Arab Regional Organisation Economists with knowledge of Arabic and two or more years of post-doctoral research and teaching experience are and specialised in quantitative arealyse, modelling and forecasting, economics

aconomics; international aconomic rela-tions; manpower planning and labour markets. Please send résumés to: Zahlan, 74 Oakwoed Court, London W14 SJF, UK; or fax (71) 371-6023 in Lon-don, UK.

portfolio and student projects, pames of references, Deadline April 17, 1992 or until position filled to spril AAROE. Barbara A. Sestek, Acting Chair, Department of Art. Portland State University, P. O. Box 751, Portland, Oregon 97207-0751.

Portiand, Oreson 9787-7973.

Art Educations Predmont College invites applications for a tenure track faculty position at the Austrant Professor level, beginning August 1, 1992. Located in Northeast Georgia, Piedmont Collega is a private, liberal arts college. Responsibilities include teaching undergradate courses in art ducation and courses in art history, scubrure and/or ceramics. Ph.D. or Ed.D. preferred. Prior teaching at college level desirable. Deadline for applications is April 15, 1992.

### UNIVERSITY OF ZIMBABWE

Applications Are Invited for the Following Posts

LECTURESHIPS/SENIOR LECTURESHIPS/ASSOCIATE PROFESSORSHIPS DEPARTMENT OF RELIGIOUS STUDIES, CLASSICS AND PHILOSOPHY (2 posts)

Applicants should preferably hold a Ph.D. A specialisation in Ancient History would be an advantage. The successful candidate will teach widely in Greek and Latin language and literature, as well as in the Classical

roses Applicants should preferably hold a Ph.D. in Religion Studies and be competent to teach African Traditional Religions at both the undergraduate and postgraduate levels, with emphasis on religious traditions of Zimbabwe and within the context of other religious of the world. The successful candidate will supervise BAHLODS) and MA dissertations Ability to supervise MPhilDPhil dissertations and teach wately within the inter-religious context of the Department would be added advantages.

DEPARTMENT OF RURAL AND URBAN PLANNING

Transport Planning and Traffic Engineering

Applicants should hold at least a master's degree in Transport Planning and Traffic Engineering. A Ph.D in Transport Planning or membership of the Chartered Institute of Transport (CTI) will be a distinct advantage Other relevant qualifications may be considered. Candidates are expected to be trained in all aspects of transport planning and traffic engineering, including transport planning, transport intrastructure design and traffic engineering, transport policy and planning, transport planning project analysis and evaluation, transport administration and management. The successful candidate will be expected to teach transport planning courses in the third and fourth years of the BS. Bural and Urban Planning as well as postgraduate programmes.

DEPARTMENT OF TEACHER EDUCATION

Physical Education Applicants should have at least a master's degree and prefetably a Doctorate in Physical Education, with experience in Teacher Education at either college or university level. The successful candidate will be fully involved in the monitoring of courses in teachers college and will be expected to provide leadership in the areas of curriculum staff development and teaching of courses at B Ed., Diploma and Master's levels

DEPARTMENT OF PUBLIC LAW (3 Posts)

Applicants should have at least a master's degree with specialisation in Criminal Law and have knowledge of the Zimbabwe legal system or any other Roman-Dutch legal system. Registration as a Legal Practitioner in Zimbabwe or in any other Roman-Dutch law jurisdiction, and esperience in criminal trials will be added advantages, as will relevant esperience in teaching and research at university level.

Post 2
The successful candidate will teach Environmental I aw at both undergraduate and postgraduate levels, and certain aspects of public regulation at undergraduate level. Familiarity with current developments in the subject at municipal and international levels with respect to developing countries would be a requirement.

rost a Applicants should be familiar with knowledge of Legislative Drafting and have experience as legal practition-ers in a Roman-Dutch law jurisdiction. The successful candidate will teach primarily an undergraduate Statutory Interpretation course and undertake research in this and other related Public Law areas.

DEPARTMENT OF MATHEMATICS

Applicants should have a doctorate in Applied Mathematics (excluding Statistics or Computer Science) with recent publications in that or a related field and extensive experience in teaching a wide range of applied and basic mathematics at university level will be an advantage.

RESEARCH FELLOWSHIPS/SENIOR RESEARCH FELLOWSHIPS

CENTRE FOR APPLIED SOCIAL SCIENCES 12 Posts)

Applicants must have a degree in social science, tield experience in collecting social science survey data and be familiar with social aspects of natural resource management in general and gender issues in particular. Fluency in Ndebele and Shona would be an added advantage. The successful candidate will conduct and analyze field research on natural resource management in all parts of the country.

The post is on natural resource management and rural development, with a focus on institutional structures and processes in communal property contexts. Applicants should preferably hold a docturate in a relevant sucial science discipline and should submit a 2-4 page research proposal with their application.

CONDITIONS OF SERVICE Both permanent and short-term contracts are offered. Persons who are not Zimbabwean citizens may be appointed only on a short-term contract basis for an Initial period of two years. Short-term contracts may be

Six copies of applications giving full personal particulars which should include full name, place and date of birth, qualifications, employment and experience, present salary, date of availability, telephone number and names and addresses of three referees should be addressed to:

Director, Appointments & Personnel University of Zimbahwe P. O. Box 167 Mount Pleasant HARARE

Overseas applicants may obtain application forms by writing to Anita Johnson, The African-American Institute, 833 United Nations Plaza, New York, NY 10017.

Engineering (including Professional Supplement) Lecturer
Senior Lecturer
Associate Professor Non-Medical ncluding Professional Supplement) Lecturer
Senior Lecturer
Associate Professor
Professor Grade II Grade I Senior Research Fellow

Send letter of application, curriculum vi-ine, sildes of your work and your college students work, name of three references, all transcripts, and a self-addressed stamped envelope to Mr. Thomas Klump, Piedamon College, P. O. Box 10, Desnor-cut, Georgia 30333, AA/EOR.

Art History: Art Historian: The University of North Alabama announces the availability of a tenure-track position in the Department of Art, conliquent upon the availability of funds, beginning August 24, 1992 at the Instructor or Assistant Professor rank; M.A. in Art History minimum, university level teaching asperience preferred; evidence of greative and/or academic involvement. The primary teaching responsibility is for large multi-section jecture courses in

art appreciation. Other responsibilities to-clude curricular advising, aidd room super-vision, and delegated departmental com-mittee assignments. Salary commensurate with degree and experience. Position will remain open usuff lighd. Misority condi-dates are encouraged to apply. Submit a letter of application accompanied by a de-tailed vita functualing transcripts) and the manus, addresses, and telephone numbers of three references to bir. Robert S. Steen, Director of Human Resources and Affirma-tive Action, Box 3043. University of North Alabama, Florence, Alabama 33623-0001. An Equal Opportunity Employer.

The closing date for applications is April 13, 1992.

art appreciation. Other responsibilities include curricular advising, alide room supervision, and delegated departmental committee assistaments. Salary commensurate with degree and experience. Position will remain open until flijed. Mitority candidates are oncouraged to apply. Submit a letter of application accompanied by a detailed vita linciading transcripts and the names, addresses, and relaphone numbers of these references to Mr. Robert S. Steam, Director of Human Resources and Afrirmative Action, Box 3043, University of North Alabama, Florence, Alabama 35632-001. An Equal Opportunity Employer.

Art Therapy/Art Education Marywood College Art Department, Full-time, lessure-track teaching position beginning Fall, the properties of the properties. Schop needs to supply the properties of the p



Lincoln University is an 1890 Land Grant and Title XII institution located to the Capitol City of Missouri. The University has a radially diverse student population of approximately 4,100 and offers Associate, Baccalaureate and

LINCOLN UNIVERSITY HAS THE FOLLOWING JOB OPENINGS (All faculty positions are contingent

on tunoring.)
INSTRUCTOR OF ENGLISH AND READING Developmental Studies (Code #0081). Master's degree in linglish, English education, or reading required. Two years' experience teaching both English and reading at the college level or in secondary education required. Experience in developmental education preferred. Deadline April 17, 1742.
INSTRUCTOR OF DEVELOPMENTAL MATHEMATIC'S: (2 positions) Developmental Studies (Code #0082) Master's degree in mathematics or mathematics deducation required. Two years' experience teaching mathematics on the college level or in secondary education required. Experience in developmental education preferred. Deadline April 17, 1992.

the college level or in secondary education required. Experience in developmental education preferred. Deadline April 17, 1992. PROFESSOR OF EDUCATION/DEPARTMENT CHAIRPERSON Department of Education (Code #0083) Applications and nominations are invited for the position of Chairperson of the Department of Education, a full-time, tenure track position. This is a senior faculty position with responsibility for the administration of the undergra/luate and graduate programs in education, for leaching courses in education, for some recruitment, for providing leadership in curriculum planning and evaluation, for administering the budget, and for working with state and local education agencies. The chairperson maintains departmental compliance with the Standards of the State Department of Elementary and Secondary Education and the National Council for the Accreditation of Teacher Education (Qualifications are an earned doctorate in education, teaching experience in higher education as well as elementary or secondary, administrative experience, strong human relations and community relations skills. Runk and salary commensurate with qualifications and experience. Deadline April 17, 1972.

ASSISTANT PROFESSOR OF READING EDUCATION Department of Education (Code #0084). Applicant must hold the earned doctorate in reading Instruction. Have had reading teaching experience K-12. College teaching preferred. The applicant must be able to advise students, work effectively on committees and must be able to supervise student teachers. The candidate must be a team player. The candidate must show evidence of professional involvement as demonstrated by activities such as participated date of employment: August 1, 1992 or, if available, June 1, 1992 Summer Session.

ASSISTANT PROFESSOR OF EDUCATION Department of Education (Code #0086). The applicant must hold the earned doctorate and must have the background to teach such cruisses as Educational Psychology, Foundations and Philosophy of Education, Teaching Teaching Teaching Teaching Teac

1992 or, if available, June 1, 1992 Summer Session.

ASSISTANT PROFESSOR SPECIAL EDUCATION: Department of Education (Code #0086) The applicant must have experience in teaching mildly handicapped students and be eligible for Missouri certification to teach Special Education in public schools. Experience in diagnostic procedures is a must. College teaching is desirable. The candidate must provide evidence of professional excellence by membership in professional organizations, attendance at experience.

In addition to teaching courses in the area of Special Education, the applicant must be able to supervise student teachers, teach at the graduate level, advise students, and work as a team on committees. Deadline: April 17, 1992. Anticipated date of employment: August 1, 1992 or, if available, June 1, 1992 Summer Session

Anticipated date of employment: August 1, 1992 or, if available, June 1, 1992 surmer Session InSTRUCTOR/ASSISTANT PROFESSOR FASHION MERCHANDISING: Agriculture, Natural Resources and Home Economics (Code #0087). Plan for and teach 12 contact hours' undergraduate Fashion Merchandising courses per semester, provide academic advisement or majors, recruit for the Fashion Merchandising program, assist in the development of the Fashion Merchandising program, serve on departmental, college and/or university committees. Must be able to effectively work with students and other faculty and staff. A minimum of a Master's or Ph.D. Degree in Fashion Merchandising or Business. If the degree is in business, a broad background of experience in the fashion merchandising industry and/or teaching of fashion merchandising curriculum is required. Deadline. May 5, 1992 or until filled.

INSTRUCTOR MATHEMATICS: (Code #0088) Minimum of Master's Degree in Mathematics required. College teaching experience required. Responsibilities include: Teaching lower division through highest upper division major courses, advising, committee work, and participation in University functions. Applicants must possess strong commitment to college teaching. Deadline: May 1, 1992.

ment to college teaching. Deadline: May 1, 1992.

INSTRUCTOR OF SPEECH: Department of Communications (Code #0089) A talented instructor, rank open, to teach public speaking and other communications courses. Ph.D. or ABD in Communications or alted field preferred. A Master's Degree and exceptional qualifications will be considered. Deadline: April 24, 1992.

INSTRUCTOR/ASSISTANT PROFESSOR OF HISTORY: Department of Social and Behavioral Sciences (Code #0090) World Civilization/European Historian with outside field in a third world area to teach world civilization sequence with occasional upper division/graduate courses. Tenure track position at instructor or Assistant Professor level. M.A. required, Ph.D. preferred, with teaching experience. Duties begin August, 1992. Salary and benefits competitive. Deadline date: April 24, 1992.

ASSISTANT PROFESSOR OF FINANCE: College of Business (Code #0091) Teach undergraduate and graduate courses in Finance, serving on faculty committees, advising students, engaging in appropriate scholarly activity consistent with the mission of a teaching-oriented institution, and performing other colleteral duties which may be assigned. Ph.D. with teaching experience (preferred); ABD with significant progress toward completion. Area of focus must be in Finance, General Business with Finance concentration, or in Economics with a significant depth of preparation in Finance.

QUERIES TO: Richard C. Hirst, Dean, College of Business, Lincoln University, P. O. Box 29, Jefferson City, Missouri 65 102-0029; (314) 681-5487. Deadline: May 12, 1992.

ASSISTANT PROFESSOR—COMPUTER INFORMATION SYSTEMS: College of Agr., Applied Sciences and Computer Science, Technology (Code #0095). Teach and advise students; prepara class fectures and materials; serve on departmental and university committees; assist in registration; design, develop and implement new courses as required; various reports, research, etc. and other duties as assigned by the Department Head. Must have a minimum of a Master's degree in Computer information Systems or Computer Science and three (3) years' teaching experience on the college level. Must have PC and maintrame experience. Deadline: May 1, 1992.

VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT: Bachelor's degree required and an advanced degree preferred. The successful candidate will have a minimum of 5 years of experience in a sentor advancement position in higher education or a related field. Preference will be given to candidates with evidence of creative ability in handling development strategies, significant management experience and a proven track record in all aspects of fund raising. Excellent writing, speaking and organizational skills are required.

The Vice President for Institutional Advancement is a serior level management officer reporting directly to the President is responsible for managing capital campaigns, annual fund drive, and for providing leadership and coordination of the programs and activities within the offices of Alumni Affairs, University Relations, Sponsored Research, and the programs and activities within the offices of Alumni Affairs, University Relations, Sponsored Research, and the programs and activities within the offices of the Lincoln University Foundation.

Applications will be accepted until the position is filled. The application packet must contain a letter of introduction summarizing experience and qualifications related to this position with a resume and at least three references.

Send applications to: Chairperson, V.P. Institutional Advancement Search Committee, Lincoln University of Missouri, 820 Chestrut Street, Jetterson City, MO 65102-0029.

curtin University of Technology

Kalgoorlie

WESTERN AUSTRALIAN SCHOOL OF MINES Wieczem Australia, as a major producer of gold, noticel iron, aluminium, diamonds and mineral sands, is enjoying a continued expansion of its mineral industry which is adding significantly to the challenges presented to the stati of the School. The School is ideally located to educate and train mining industry professionals, and its staff also contributes to the industry through research and consultancy.

Professor (Tenurable)

MINERALS ENGINEERING AND **EXTRACTIVE METALLURGY (Ref 1611)** 

Applications are invited for the postion of Professor and Head, Department of Minerals Engineering and Entractive Metallurgy. The department offers programmes for Bachelors degrees in Minerals Engineering and Entractive Metallurgy, a Postgraduate Optiona in Entractive Metallurgy, and a coursework Masters degree is under consideration Postgraduate students may obtain Masters and PhD degrees by research Applied research in mineral processing and entractive metallurgy is a significant part of the robe of the department, and this will increase through the participation of Curin University in the recently established Co-operative Research Centre in Hydrometallurgy.

The appointee will be required to provide academic and professional leadership, effocine leason with industry, teach in areas of expenses and coordinate the scademic and administrative function of the department in cooperation with the Director, and other departments of the School — Mineral Evidoration and Mining Geology, Mining Engineering and Mine Surveying Preferred applicants will have strong academic and professional qualifications in an appropriate area with relevant expensence in the mineral industry. Tertiary leaching and/or research expensence is desirable. Administrative skills are assembla!

ossential
Salary range: \$73,800-\$77,900 (Aust), with possible negotiation on allowances
Tenurable Appointments, provide for pormanent academic tenure after three
years' satisfactory service. It is University policy that the duties of Head of
Department will be assigned for an unital period of three years, with eligibility
for renowal. Should the assignment not be renewed, the appointer will assume
the rank, salary and duties of Professor, according to the existing level of
appointment. Curtin may appoint by invitation. Conclusins for intensializationverses
appointees include airfaire and removal assistance. Applications including the
names, addresses and selephone/fair numbers of three referees should be
submitted not later than April 10, 1982 to the Director, Human Resources, Curtin
University of Technology, GPO Box U1987, Parth WA 6001. Telephone enquines
to the Director of the Western Australian School of Mines, Professor David
Spottlawood, (61 9) 0 22 0101. fax (61 9) 0 91 1401. For conditions of
employment, telephone (61 9) 351 7064.
CURTIN IS AN EQUAL COPORTURITY EMPLOYER AND RECIPIES.

CURTUM IS AN EQUAL OPPORTUNITY EMPLOYER AND PROVIDES A NO-SMOWING WORK ENVIRONMENT

### **NEW ZEALAND** UNIVERSITY OF CANTERBURY SENIOR LECTURER OR LECTURER IN POLITICAL SCIENCE

Applications are invited for a position, as above, in the Department of Political Science. The successful candidate will be expected to leach and conduct research in the area of New Zeałand politics. The duties of the new appointee will include teaching in the basic first and/or second year course work of the Department.

Enquiries of an academic nature may be directed to: Dr. J. W. Lamare, Head of Department, Fax 64 3 642 007.

The salary for Senior Lecturers is on a scale from NZ\$52,000 to NZ\$60,944 (bar), and range from NZ\$63,232 to NZ\$67,080 per annum and for Lecturers is on a scale from NZ\$37,440 to NZ\$45,448 (bar), and from NZ\$46,800 to NZ\$49,088 per annum.

Applications close on 29 May 1992.

Further particulars and Conditions of Appointment may be obtained from the undersigned. Applications, quoting Position No. PO11, must be addressed to: A. W. Hayward, Registrar, University of Canterbury, Private Bag, Christchurch, New Zealand.

The University has a policy of equality of opportunity in employment.

Adhetics: Hend Coach of Women's Basketboll. Cânch Valley Callego I seeding a
licuit Coach of Women's Basket-ball who
will also serve as head coach of a spring
sport. The Head Coach of Women's Basket-ball coaching comment track depending upon qualifications. Master states degree redefor players, manage the flwo sports,
teach half-time and undertake other assigned tasks. Qualifications and experience: master's degree required, successful
women's basketball coaching experience,
send sports states and undertake other assigned tasks. Qualifications and experience,
and potential to teach undertandate
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Valley, a tenior college of the University of
Virginia, is boated in 1954, the College
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with a comprehensive academic groups
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10 Professor Gale Daugherty. Alhleite Director, Open and Sports Studies on the solutions and sports Studies of
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half ber of the Termessee Virginia Athleile Con-ference of NAIA, Division II. The review process will begin April I and continue un-til the position is filled. Send letter of appli-cation, résumé, official transcripts and three letters of recommendation to: Dr. Lu-cius F. Elisworth, Office of the Vice Chan-cellor and Dean, Cliach Valley College, Wise, Virginia 24293. AA/EO Employer.

Athletics/fiealth/Sport Studies: Hend Coach of Wamen's Basketball and Faculty in Health, Physical Education, and Sports Studies—Instructor or assistant professor in the Department of Health, Physical Education, and Sports Studies and Head Coach of Worzen's Basketball. Should be able to teach health, wellness courses, sports management, or psychology/sociology of sport. Some experience in a fitness/wellness lab desirable. Coaching assignment as head women's basketball coach and possible ad-

ture programs; 2) Athlette Training Position—MATA conflocation. Responsible
ition—MATA conflocation. Responsible
ities: Both positions will require revels of
teaching, advising, research and service
expected for temper-mack faculty. More
system of the program position—leach four
courses and advise majors in Outdoor Education program; teach one course or supervise interns in Pedagony program; 2) Athlette Training position—teach courses and
supervise clinical exportences of majors in
NATA-Asproved undergraduate Athletic
Training program; teach laboratory section
of Clinical Knessloboy, Salary: Dependent
upon qualifications and experience. Employment Date: Bestinging of Fall Semestor, 1992. Coaing date for applications;
servening begins April 10, 1992. Application procedure: Candidates should submit
1) letter of application indicating qualifications; 2) curriculum vitac. 3) three elsiers of
recommendation written specifically for

### **FULL PROFESSOR** OF INFORMATION SECURITY

(Tenurable)

Queensland University of Technology is one of Australia's newest and largest universities with 23,000 students. The Faculty of Information Technology comprises the School of Computing Science, the School of Information Systems and the Information Security Research Centre (ISRC). The ISRC was established in 1988 in response to escalating concern regarding the security of complex computer and communication systems. The Centre has since earned international respect for its development of information security research and education. It provides postgraduate training, educational courses and professional consulting services in the information security area.

Women are under-represented at QUT at this level; therefore, suitably qualified women are encouraged to apply.

QUALIFICATIONS/SKILLS: Applicants should meet the university cri-teria for appointment as professor. Applicants should have a proven record of research and/or development activities in information secu-rity. This could be demonstrated by publications, leadership of re-search and development teams, and gaining research and develop-ment funding.

CONDITIONS: Permanent appointment is available at the level of Pro-fessor—\$US55,448 (\$AUD73,800 p.a.). Conditions include subsidised superannuation, relocation assistance, professional experience leave and study assistance. New professors at QUT will be eligible for a \$US18,782 (AUD\$25,000) grant to use on work-related projects.

FURTHER INFORMATION: Duty statement and selection criteria for the position and information on the University is available from QUT's Personnel Department, telephone 61 7 864 3745, facsimite 61 7 864 3986 or a-mail k.fox 6- qut.edu.au. For further information on the position contact Professor Dennis Longley, Dean, Faculty of Information Technology on 61 7 864 2781 or facsimile 61 7 864 1507.

APPLICATIONS: Applications and envelopes should quote 155/92 and include evidence of academic qualifications and experience plus the names, addresses, telephone and facsimile numbers of five professional referees. Applications should address the selection criteria and research the Personnel Director, OUT, Locked Bag No.2, Red Hill. Queensland 4058, Australia, by 17 April 1992. Smoking is not permitted in OUT buildings.

An Equal Opportunity Employer

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### UNIVERSITY COLLEGE DUBLIN

Applications are invited by the Governing Body of the College for the following full-time statutory posts

### **PROFESSORSHIP OF MUSIC** (Ref: 32/92)

Prior to application, further information (including application procedure) may be obtained from the Personnel Officer, University College Dublin, Belfield, Dublin 4 (quoting above reference). Telephone enquiries: (+353-1)2693244 exts. 1412/1653. FAX (+353-1)2694409.

The closing date for receipt of completed applications is Thursday, 28 May 1992

U.C.D. is an equal opportunities employer

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### When you need to fill a job

There's nothing in all of Academe to compare with The Chronicle's "Bulletin Board" pages:

- \* Get your ad to us by 2 p.m. Monday, eastern time, just 31/2 days later it will be printed and on its way to our 418,000-plus readers.
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For more information, please call (202) 466-1055



### **Professorial Position** Petroleum Geology

NATIONAL KEY CENTRE FOR TEACHING AND RESEARCH IN RESOURCE EXPLORATION (Rei 1812)

Applications are invited from auttably qualified women and men for a pressord level appointment in Petroleum Geology. This position is for an intellegent three years with the possibility of a further period of appointment. Applicants show have relevant postgraduate qualifications, an established record of applied research in petroleum geology and wide practical experience in the petroleum locator at an appropriate academic institution.

at an appropriate accusion. Heatman

The appointee will be expected to provide leadership and direction in the limit development of the Key Centre and to make a substantial contribution to development of the Key Centre and to make a substantial contribution to development of the Centre of the Ce

in 1985 this institution was designated as one of seven National Key Certes by Teaching and Research. The Key Centre for Resource Exploration is a contrat operation between Geoscience Departments at Curtin's, Bentley and Katoote Campuses and research and development units in Exploration Seamolog, wars Studies, Petroleum Geochemistry, Satelline Technology and Patroleum George The principal aims of the Key Centre are: to improve teaching and reserved facing. The principal aims of the Key Centre are: to improve teaching and reserved for expertise, particularly in areas relevant to national development, and improve to operation between higher education and industry. Within the context of the objectives of the Key Centre strong emphasis as been placed on the development of petroleum exploration as an area of about importance. The State Government and industry provided funding apportune initiative.

General Information

Salary range: \$73,800 - \$77,900 (Aust) ps. Limited Term Appointments available initially for one to three years; appointments for a twist by years may follow. Conditions for an interstate/oversess include indicates assistance in removal exponses. The University may appoint by leaste. Applications, including the names, telephoneries numbers and admin of three reference by 10 April 1992 to Director, Human Resource, Cafe University of Technology, GPO Box U1987, Parth, Western Australs (Mr. For further Information Lelephone Dr Lindsay Collins (818) 351 1977.

CURTIN IS AN EQUAL OPPORTUNITY EMPLOYER AND PROVIDES AND WORK ENVIRONMENT

### HORRY-GEORGETOWN TECHNICAL COLLEGE

FACULTY POSITIONS

The College is a two-year community/technical college looked miles from Myrthe Beach. South Carolina, the center of South Carolina the Carolina Strand". The College is fully accredited by the Southern law than of Colleges and Schools (SACS), affering 34 programs on less clate Degree, Diploma, and Certificate levels. The full-time states is 1,800, with a full-time faculty and staff of 170.

Horry Georgetown Technical College invites qualified applied apply for the following positions:

DEPARTMENT HEAD/INSTRUCTOR, CIVIL ENGINEESS
TECHNOLOGY - Minimum qualifications are a Bachelo's Depth
Civil Engineering with professional engineering license plus there is related work experience or a Master's Degree in Civil Engineering of three years' related work experience. Applications and/or resumble be accepted until April 17, 1992.

INSTRUCTOR, GOLF COURSE MANAGEMENT - Minimum guide calling are a Bachelor's Degree in Agronomy or related are with the years' work-related experience; Master's Degree preferred; fill des-able. Position open until filled.

INSTRUCTOR, COMPUTER TECHNOLOGY - Minimum quibor tions are a Bachelor's Degree in Computer Science with three par work-related/teaching experience; Master's Degree preferred April 10 to and/or résumés will be accepted until April 17, 1992.

INSTRUCTOR, ASSOCIATE DEGREE NURSING - Minimum and fications are a Master's Degree in Nursing with a concentration is fications are a Master's Degree in Nursing experience and hold own license to practice nursing in South Carolina. Position open until it is a south Carolina. Position open until it is instruction. MATH - Minimum qualifications are a Master's gree in Math or a Master's Degree with 18 graduate semestr house the process of the surface of the surface and the results from the surface of the surface o

SOILS LAB TECHNICIAN · Applicants should possess an again degree in agronomy, soils acience, chemistry or related area. Backet degree preferred. Applicants with experience in soils lab procedures testing desired. Position open until filled.

All positions will be available August 17, 1992, and salarist at one mensurate with education and experience. Submit letter of applications, and copies of transcripts to: Personnel Office, Hony Gorp town Technical Cullege, Post Office Box 1966, Conway, South Carles 29526. EOE/AA.

the position. 4) all ufficial transcripts from institution awarding terminal degree, 5) publication reprints. Material and inquiries should be directed as follows: Outdoor Education/Pedagogy position Ir. Michael (1985). Because of the position of the pos uestion/Pedagogy position 13r. Michael Gass, Department of Physical Education, New Hampshire Hall, University of New Hampshire, Durbarn, New Hampshire, Ourbarn, New Hampshire 03824; (603) 862-2024. Athletic Training position. Daniel Sedory, Department of Physical Education, New Hampshire Hall, University of New Hampshire, Durbarn, New Hamshire 03824; (603) 862-1831 UNH is an AA/EEO Employer.

Behavioral Sciences: Assistant Professor. Behavioral and Social Sciences. Southern Illinois University School of Medicine invites applicants for a 12-month/year tenure-yeak faculty position at the assistant reofessor level. Candidates must have an earned Ph.D. at the time of appointment. The candidate's apecualty is espected to be in Behavior Genetics, with a research program that focuses on human infants, young children, or illespan. There is ample opportunity for research and program development in collaboration with faculty within

**FACULTY POSITIONS** 

ROBERT MORRIS COLLEGE Pittsburgh, Pennsylvania

The following faculty positions are anticipated for September, 1992:

### ACCOUNTING

(Assistant/Associate Professor)

· Teaching competence in financial accounting. · C.P.A. and recent relevant experience preferred.

### COMMUNICATIONS

- (Assistant/Associate Professor 2 positions) Generalists to teach in two or more areas; basic writing, reading, litera-
- ture, advertising, public relations, professional writing. Coursework in rhetoric or linguistics desired.

### FINANCE

(Assistant/Associate Professor - 2 positions)

- Teaching competence in two or more areas including: corporate finance, financial institutions, portfolio management, investment analysis, financial forecasting, international finance, speculative
- Practical experience would be an advantage

### MANAGEMENT

(Assistant/Associate Professor) Ability to teach business policy, labor-management relations, human

### MARKETING

(Assistant/Associate Professor)

Emphasis in international marketing and ability to teach related market-

### **SPORT MANAGEMENT** (Assistant Professor)

- Experience in the sport/recreation industry including but not limited to: facility management, programming, media relations, sport economics and finance, sport law.
- Successful candidates should have:
- Earned doctorate.
- Commitment to excellence in undergraduate and graduate teaching. Evidence of interest and ability to participate in scholarly activities and

Robert Morris is an Independent coeducational institution that has experienced rapid growth over the last two decades and is now in a dynamic development phase. The College serves nearly 5500 degree-seeking students in two ocations: a 230-acre residential campus near the Greater Pittsburgh international Airport, and a center in the heart of downtown Pittsburgh.

Pitsburgh is one of the most livable cities in the United States and has a dwersified economy that centers around high technology, education, research, and medical services. Recreational and cultural amenities in the community

Founded in 1921, Robert Morris College is a focused business institution offering undergraduate and graduate degrees in business administration and selective bachelor of arts degrees in English and communication.

All interested applicants should apply to the:

Director of Human Resources Narrows Run Road Coraopolis, PA 15108



All inquiries will be held in strict confidence and applications will be accepted until the position is littled. Robert Morrie College is an Equal Opportunity Employer

Beiter nácrobiology and general biology, fai tenester; and developmental biology and assent biology, sprips semester; and developmental biology assent biology, sprips semester; and names of three references to: Dr. Richard Pau, Dean, Einory & Henry Coltee, Emory, Virginia 2477. Inquiries to Dr. Richard Sherwin, Chair, Biology (703) 3444121.

Stology Assistant Professor, tenure-track, Dr. preferred. To teach vertebrate anatomy shadown and seneral biology. Seek-ing ladividous and seneral biology.

Richard Assistant Professor, tenure-track.
Ph.D. preferred. To teach vertebraic anatomy/physicide. To teach vertebraic anatomy/physicides and the state of the st

lichayt Bluefield College, a Baptist affilitied, four-year liberal arts college located
a touthwestern Virginia, is seeking as biototied the state of the sta

Biology/Chemistry: Charleston Southern University lavites applications for an Assistant/Associate Professor in Biology/Chemistry. Position available August 1, 1992. Candidates must have a Ph.D. in Biology or Chemistry with teaching experience in both fields. Teaching responsibilities will include genetics, molecular biology, physiology, biochemistry and basic chemistry. The position is projected to be a two-thirds Biology and one-third Chemistry appointment. Charleston Southern University is a private, identical arts institution, affiliated with the South Carolina Baptist Convention, with over 2,400 students, offering both undergraduate and graduate descriptions of the properties of the Biology/Chemistry: Charleston Southern

Broadcast journalism: Brigham Young University seeks Professor of Broadcast Journalism who will teach classes in basic production, ENG news reporting and writins, documentary production; and coordinate two daily student news programs. Salary is competitive. Qualifications: Ph.D. preferred; experience as a writer, reporter, producer, anchor or assnager of broadcast news; leaching experience; evidence of creative productivity. Send résumé and statement of restarch interest to: David P. Forsyth, Chair, Communications Department, E. Pop HFAC, Brigham Young University, Provo, Utah 84602. For additional information: Large E. Galet (801) 378versity, Provo, Utah 84602. For additional information: Larrie E. Gale: (801) 378-7082; fax; (801) 378-4730; Bitnet: GALEL-GBYUVAX, Women and minoriales encouraged to apply. Adherence to high standards of Christian/ethical conduct and to rules of behavior of our sponsoring institution. The Church of Jesus Christ of Latterday Saints, required.

criminate on the basis of race, color, national or ethnic origin, handicap or sex.

TO APPLY: Unless otherwise instructed (see individual job listings.) Submit a tetter of application specifying the position title and code number, curriculum vitas, official undergraduate and graduate transcripts, and three current letters of reference to the Personnel Office, Lincoln University, P. O. Box 29, Jefferson City, Missouri 65102-0029. AA/EOE.

Business Administrations Management/faculty position for evening MBA program. Responsibilities incluide teaching courses in Organizational Behavior, Human Resource Management, and Marketing Management. The position requires a Ph.D. or DBA with related course emphasis. Successful teaching experience at the MBA level is required. Professional business experience desirable. Palm Beach Atlantic College is a faith-related, private, liberral orts college with an enrollment of approximately 1,300 audents. Send letter of styplication, vita, transcripts, and manes, eddresses, and phose numbers of three references to Dr. Iso J. Gassa, Ar., Director of the MBA Program, Pulm Beach Atlantic College, Rinker School of Business, P.O. Box 24788, West Palm Beach, Florida 33416-4708.

Business Education/Office Administrations Concord College, a respected state-ausign-ed servior college located in the beautiful rountains of southern West Virginia, ac-ticipates an opening in the Business Educa-

filled. Apply to Dr. Richard Ladd, Interim
Dean, Harry F. Byrd, Jr. School of Business, Shenandan University, Wischester,
Virging 25601. EOUAA.

Business Administration: Faculty positions
avoilable August 1992: Marketing, Accounting Englance, international Business, and organization Theory. An enrug docposition is filled. Appropriate terminal deposition is Rused. Appropriate terminal de-spree or A. B.D. status required, Respond to Dr. Sindley W. Weatherford, Chair. Divi-sion of Business and Economics, Concord College, Athens, West Vindino 24712, AAJ EOE.

Business Management: Tenure track posi-tion starting Foll 1992 at Usah Valley Com-munity College in Orem. Requires MA. Ph. D. preferred, in business administration or a closely related field plus two or more years of full-time, paid teaching or closely related professional experience destrible; industrial and/or community college teach-ing experience an asset. Application dead-tion is April 10, 1992. For application and information, contact Personnel Services. (801) 222-8000, extension 8007. UVCC is an accredited community college serving 8,000 students. AA/EOE.





FACULTY OPENINGS IN

MATH AND BUSINESS

Colby-Sawyer, a small, independent, coeducational college located in the beautiful Dartmouth-Lake Sunapee region of New Hampshire, announces faculty opening to the 1992-93 academic year.

Embodying the finest elements of New England's iberal arts tradition combined with excellent professional pro-grams, Colby-Sawyer College offers an environment cha-acterized by a close, rewarding interaction between those who come here to teach and those who come here to teach

We are interested in faculty members who demonstrate a love for and excellence in feaching and value involvement with students and campus life. Mentoring and advisingare important components of faculty performance.

in 1992, U.S. News and World Report chose Colby-Sawys

as one of the top two "up and comers" in the North-Beet college in this category to be named among the best for three consecutive years. We are seeking faculty members who want to make the best even better.

ACCOUNTING AND FINANCE

This Professor will teach introductory and managerial accounting and other financial courses, as well as paricipate in course and program development. Strong computer skills are essential, as is the demonstrated ability to teach effectively at the undergraduate level. Previous professional financial or accounting experience is desirable. An MBA is required.

MATHEMATICS

At the instructor or Assistant Professor level, this poster provides the opportunity to develop an exciting methematics curriculum and teach introductory level mathematics currees, such as finite math, statistics, calculus and toeral arts math. Candidates must be able to work with a wide spectrum of students. A Ph.D., Ed.D. or ABD & desirable; a Masters degree is required.

professional financial or ac able. An MBA is required.

Tenure-track faculty positions at Instructor/Assistant Professor (except as noted) in the following disciplines, subject to availability of state funding. Applicants are invited in any of several specializations for some positions, all of which require an acceptable earned doctorate. ABD applicants will be considered but the doctorate must be completed by an agreed upon date; employment will be on an annual basis. Initial appointment is at instructor rank. The JD degree is not acceptable for any position. Appropriate teaching experience for Education position. Earned doctorate required for appointment at Assistant/Associate Professor levels.

CHEMISTRY—Assistant Professor
Ph.D. in Analytical Chemistry with a strong practical background. The successful candidate will be expected to teach analytical, general and organic chemistry. Women and/or minority applicants who have recently completed Ph.D. requirements are encouraged to apply.

SPECIAL EDUCATION—Assistant Professor
Ed.D. with background in severe/multiply handicapped special needs.
Teaching experience necessary. Requires teaching, supervising, and advising at the undergraduate and graduate levels.

ENGLISH s generalist with specialization in professional writing and editing for our writing track. Background in multicultural literature, using computers in omposition, and/or women's studies a plus.

BEHAVIORAL SCIENCE—Assistant Professor Doctorate required with work experience in the Human Services field, Will teach courses in the Human Services program and the Graduate Counseling Program. Administrative skills and experience with a variety of cultural backgrounds is necessary. Teaching areas include: Crisis intervention, Legal and Ethical Issues, Ethnic and Cultural Diversity, Advanced Abnormal Psychology and Interviewing Techniques.

MATHEMATICS—(1 or 2 positions)
Doctorate desired. Preference will be given to recent graduates and to candidates with expertise in secondary mathematics or remedial mathematics. The Department seeks inclividuals who are dedicated to excel-

NURSING—Instructor/Assistant Profess Master's Degree in Nursing required, doctorate preferred; specially in Material-Child Nursing. Two years of appropriate professional experience. Physical assessment skills required. Teaching experience, particularly in baccalaureate setting destrable.

Part-time Clinical Instructor in Nursing.

Master's Degree in Nursing, speciality in Psychiatric-Mental Health Nursing. Two years of professional experience in Psychiatric-Mental Health settings Teaching experience, particularly in baccalaureate settings.

Part-time Instructor in Nursing, (Fall semester - temporary).

Master's Degree in Nursing, specialty in Community Health Nursing, Two
years of professional experience in Community Health Nursing settings.

Physical assessment skills required. Teaching experience, particularly in

baccalaureate setting desirable. HUMANITIES—Instructor/Assistant Professor Terminal degree (MFA, Ph.D., Ecl.D.), Must be able to handle studio courses as well as art history courses.

Review of applications will begin March 30, 1992. For additional information, call (508) 345-2151, ext. 3172. To apply, send resumé, transcripts, three letters of recommendation, and letter of application to:

Fitchburg State College Personnel Office 160 Pearl Street Fitchburg, MA 01420

An Equal Opportunity, Affirmative Action Employer

### **WEST GEORGIA COLLEGE** School of Education

Department Chairperson, Counseling and Educational Psychology: West Georgia College, School of Education, seeks applications for a waive-month tenur-track chairperson, rank and salary commensurate with qualifications, to begin in September 1992. West Georgia College, located one hour west of Atlanta, as a last-growing serior institution in the University System of Georgia. The eight departments in the School of Education offer NCATE approved programs through B S Ed., M.Ed., and Ed.S. degrees and a doctoral program offered in cooperation with the University of Georgia Please submit latter of Intent, vita, unofficial transcripts, and three letters of reference to Dr. Paul Philips, Chairman, Search Committee, School of Education, West Georgia College, Carrollton, Georgia 301 I8

ons will be accepted until position is filled. West Georgia College is an equal apportunity employer. In addition, it has a vigorous affirmative action program and encourages the applications of women and members of minority groups who are qualified for this position

Business/Management: Allegany Communi19 College, Chairperson, Division of Busiress and Management: Allegany Community College, a comprehensive public twoyear institution, lavites applications for a
9.5 monthlycar-tenure-track faculty and Division Chairperson position for the Busiress and Management Division. Storting
duto August 1992. Administrative leadership responsibilities include planning,
budgeting and evaluating of Business Technolcay, Hospitality Management, Finance,
and Retail Management programs and faculty at the main campus, and selidle centers at Somerset and Everett, Pennsylvalis, and the protected business program. y at the mana compus, and recommenders at Somerset and Everett, Pennsylva-and the projected business program at a Federal Prison and State Corrections the sarve as a liaison with the Business and industry staff of the Center for Con-trusing Education. Teaching responsibi-lities will be 9 hours per senseter in Bus-ness Administration and Technology curitting Education. Indexing responsibilities will be 9 hours per sentester in Business Administration and Technology curricula including seconning courses. Master's degree in Business Administration, and bachelor's degree in Seconning required. Competency in teaching at a community college required. Previous administrative exportence preferred. CPA and background in computer-assisted instruction preferred. Also important will be effective interpressonal and communication skills. The satary range for the basic 9.5 month contract is \$28,715-\$38,145 depending upon qualifications and experience. Summer teaching probable and extra. Candidates should submit a letter of application desalling interest in the position and describing experience relevant to position requirements, a résemé, and natures, address es and leterhous emplosers of at least three professional references to: Personnel Officer, Allegany Community College, Wilcowbrook Road, Cumberland, Maryland 21502. Review of applications will begin Monday, April 20, 1992, and will continue until a

sins April 1. EOP/AA.

Chemistry: Grinnell College invites applications for a one-year appointment as Assistant Professor (Associate Professor possible) of Chemistry. Segundas in August, 1992, to fill the veacout resignation. The appointee will be expected to teach organic chemistry and to contribute to the teaching of introductory courses. A Ph.D. In creatic chemistry is required, and a strong interest in teaching in an undergraduate liberal arts environment that emphasizes close faculty-suddent interaction is expected. Laboratory facilities and instrumentation for teaching and research are excellent. To be assured of consideration, send curriculum vitae, undergraduate and graduate transcripts, and three length of the commendation of the profess of recommendation by April 15 to Luther E. Erickson, Chair, Department of Chemistry, Orlanell College, Grinnell, Iowa 30112-0806; 515/269-3011 or 3172 (fax: 4281); cricksoff grind inlinet, Orlanell College is an equal orportuoity, affirmative action employer which expectally seeks women and minority candidates.

Chemistrys Chemist. Stony Brook. Laboratory and other scientific research; design/ implement studies of neurophermacology as related to behavior at animasi and cellular

level, Investigate pre-natal/post-naual effects of psychotropic drugs on development of brain blochemical systems-neurotransmitter 3-hydroxytryntamine (5-HT and its receptors). Disserve/naylase long-term behavioral changes in admass administered fungs, examine correlation to brain blochemical systems-neurotransmitter 3-hydroxytryntamine (5-HT and its receptors). Disserve/naylase long-term behavioral changes in admass administered fungs, examine co-relation to brain blochemical changes. Establish in vitro model system for brain blochemical changes. Establish in vitro model system for brain blochemical changes. Establish in vitro model system for brain blochemical changes. Establish in vitro model system for brain blochemical changes. Supervise one lab technician. Ph.D. In modicinal chemistry and one year's experience required. Position requires a demonstrated record of pescench and technical expertises in microbiological oxygenations will be almostly and will be almostly and one year's experience required. Position requires a demonstrated record of pescench and technical expertises in microbiological oxygenations and sulfied. An Equal Opportunity. Affirmative Action Employer.

Chemistry: Instruction, Southerstein tilinois College. Instruction, Southerstein tilinois College. Instruction, Southerstein tilinois College. Instruction, Southerstein tilinois College. Southers, Illinois 62946. Screening because of the professional experience computers, and the professor and professors of the position, a current resument of the position, a current resuming to the position of the positi

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performance fleud chromatography, and
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spectometry, mass spectometry, nuclear
magnetic resonance spectometry, nusclest
amagnetic resonance spectometry, nusclest
spribests and personal computers. 40 hour
week, \$25,000 per nanum. Seed better or
resume in duplicate to EC #213, Room 301.
One Main Street, Brooklyn, New York
11201.

Chemistry/Computer Science: Faculty position in Chemistry and Computer Science.
Tenere-track covening curriculum vitae,
samples of scholarly and professional
supples of scholarly and professional
work, smallest transcript and three letters Chemisiry/Computer Science: Faculty position in Chemistry and Computer Science.
Tenare-irack opening. Opportunity to
teach a broad spectrum of courses in the
scademic discipline. Stilled compunicator
with doctor's degree preferred. Understending of the small church-resisted liberal
arts college expected. Stilary based on
qualifications and oxperience. Begins Fall
1992. Nominations and spelications with
names of reference and telephone numburs may be sent to Dr. Vance A. Yoder.
Vice President for Academic Affairs, lowa
Westeynn College, 601 North Main. Mr.
Pleasant, lown \$2641. samples of schoolarly and professional work, graduate transcript and three letters of reference to Dr. Doreen Alvarez Sanr. Chairperson, Hirlas Committee, Humanilles-Communications Department, Dracel University, Philadelphia, Pennsylvania 19104, Application deadline is April 15, 1992. Dracel is an EOE/AA employer and encourages applications from women and minorities.

Anticipated

ASSISTANT/ASSOCIATE PROFESSOR

(2 Positions)

LOUISIANA STATE UNIVERSITY

College of Education

Department of Kinesiology

The Department of Kinesiology is seeking to fill two require-track positions. Appointments are for the academic year, beginning August 1992, "Pending Final Approval". Salaries are commensurate with qualifications and experi-

Assistant or Associate Professor in Exercise Physiology. Qualifications include, a doctorate in Exercise Science, evidence of scholarly activities, and evidence of attracting external funding. Three years teaching experrience is preferred. Responsibilities include: research and publishing, teaching undergraduate and graduate courses, advising graduate students, and
seeking external funds. In addition, this position offers the possibility of a
joint appointment with the Pennington Biomedical Research Center. Chair,
Exercise Physiology Search Committee: Dr. Hugh Welch.

Assistant Professor in Blomechanics. Qualifications include: a doctorare with emphasis in biomechanics, evidence of scholarly activities, and research interests in motor control and learning issues. Responsibilities include: research and publishing, teaching undergraduate and graduate courses, advising graduate students, seeking external funding, and developing a biomechanics lab. Chair, Biomechanics Search Committee: Dr. Richard Magill.

For each position, submit letter of application, vita, relevant abstracts and reprints, and a list of three references to the appropriate chair at: Department of Kinesiology, Louisiana State University, Baton Rouge, LA 70803-7101. Applications received by April 7 will be given first consideration, but all applications will be considered until the positions are filled. EEO/AA.

LSU IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

UNIVERSITY OF NEBRASKA

AT KEARNEY

Department of Special Education/

Communication Disorders

**FACULTY POSITIONS** 

SPECIAL EDUCATION - Assistant Professor in tenure-track position to teach undergraduate/graduate courses in special education and to develop early childhood special education program. Additional responsibilities may include off-campus teaching, student advising, research in area of special-ty, and student teacher supervision. Earned dectorate in special education required, with background and successful teaching experience in early childhood special education and mild/moderate disabilities preferred.

SPEECIVLANGUAGE PATHOLOGY - Assistant Professor in tenure-track position in ESB accredited program. Responsibilities include teaching undergraduate and graduate courses, supervising clinical practicum, and advising students. Interest and expertise in one or more of the following areas in destable, sugmentable students.

is desirable: augmentative/alternative communication, dysphagia, speech and hearing acionce, grant writing, and research. Estned doctorate and CCC-SLP required; academic and clinical teaching experience desirable.

Salary commensurate with qualifications. Send letter of application, vita, transcripts, and 3 current letters of recommendation by April 30, 1992 to:

Search Committee
Department of Special Education/Communication Disorders
West Center
University of Nebraska at Kenmey
Kearney, Nebraska 68849
(308) 234-8314

Starting date is August 24, 1992, or until positions are filled.

EEO/AA.

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Communications: The Chinese University of Hong Kong invites applications for Temporary Lecturer in Journalism and Communication. Applicants must possess an advanced desire in a octal actence or the dumanities preferably with a specialization in broadcasting, advertisingshobite relations, together with some experience in the mofession, preferably with research necession preferably with research record or academic possuitat. The appointee will each a selection from Mass Media: Society and Man; Advertisina Research; Communication Research Methods: Public Opinios; Communication Research Methods: Public Opinios; Opinios and Radio Proble Relations; Frinciples of Advertisina; and Television and Radio Production. The appointee will be offered a fixed-term contract for one year, from September 1988. Chemisiry/Physical Science, Allegany Community College, a comprehensive public two-year institution, invites apolications for a 9 month/year tenure-track faculty position in Chemistry. Starting date: August, 1992. Prinary responsibility for teaching courtes in geoma identity and physical sciences. Ph.D. in Chemistry preferred; Master and Bachelor's degrees with a major in Chemistry required. Competency in teaching at a community college required. Also important will be effective interpersonal and communication skills. Salary

# In addition to the rewards that come with contributing to Colby-Sawyer's academic reputation and performance, our small town New England location offers the chamol sophisticated, four season, country living. We after conpetitive salaries and benefits, including fullon remission for experiences and dependents. Starting date is late August, 1992. We will begin screening applications immediately and will continue to accept applications until sultable candidates are found. Please send your letter of application, resume and the names and lelephone numbers of five references in: Pegy Brown, Director of Human Resources, Dept C, Colby-Sawyer College, New London, NH 03257. An equi

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### **PUBLIC RELATIONS FACULTY Ball State University**

Muncle, Indiana

Our nationally recognized public relations sequence in an AEJMC accessory journalism department seeks a third tenure-track faculty member to teach? principles, publicity writing, PR evaluations, case studies, campaigs, and praticum at the undergraduate and graduate levels. Minimum Qualifications Master's and significant experience Preferred Qualifications: Doctorie & AIJD, publications, and ability to teach other related courses. Special empires on public relations research and publications. Rank and salary are negotic Review of applications begins Friday, March 27, 1972, and continues will be position is filled. Appointment begins August 1992. Applications from new ites and women especially are encouraged.

If appointed, you will join 22 other faculty in a Midwestern journalism depar-ment known for graduating well-prepared professionals, educated on a feet-ly campus where teaching is taken seriously. Send professional résumé, names of at least three references, and décident transcripts to: Dr. Carl L. Conn, Chair, Department of Journalism, Res Suit University, Muncle, Indiana 47306-0485.

Ball State University is an Equal Opportunity, Affirmative Action Employed and its strongly and actively committed to diversity within its community

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tember 1992 to August 1993 or January to December 1993, in the first Instance with prospect of converting to regular (superannuable) terms of service on completion of the initial contract, subject to mutual agreement. Annual Salary: HK\$309,120-350,700 by 2 Increments BAR, IIK\$371,320-316,480 by 7 increments. Starting salary will be commensurate with qualifications and experience. Conditions of Service: The University offers a competitive temmeration package. Por superannuable appointment, benefits include leave with full-pay, contributory superannualion scheme (University 15%, appointee 5%), medical and dental care, education gallowance for children, housins benefit for an appointee with continuous suberandiation scheme (University 15%, appointee 5%), medical and dental care, education allowance for children, housing benefit for an appointee with annual salary of 11K5319,880 or above (with appointee contributing 7.5% of salary towards the provision of housing! Appointment made on fixed term contract will carry equivalent benefits including where appropriate a contract-end gratuity (15% of basic salary) in lieu of superannuable benefits. The University may also consider more floxible terms for suitable candidates. Application Procedure: Send full resume in duplicate, giving full particulars, as well as names and addresses of 3 referes, together with copies of qualification documents (in duplicate) and recent publications to the Personnel Section, The Chinese University of Hong Kong. Shain, Hong Kong (Fax: (852) 603 5028) before April 18, 1992. Please quote the reference aumber 12/509/2021 (approximate exchange rate at March 16, 1992: USS) = HKS7.8; £1 = HKS13.1)

B3209. ISU is an AA/EOE.

Community Service: Coordinator remove his for the organization, fiscal management and administration of a comprehens community service program include 22 dent inter ms and audent group addended the control of the community service program includes 2 dent inter ms and sudent group addended LUSC is a COOL HUB and Olinate Community of the Community of the

7396. The USC is an AAPIBUA.

Computer information Systems Calcost the Redwoods in Eureke Information Systems on Instructor. Computer of Continuous Systems. Full-time tenure may position as the beautiful pacific North Cond. Soc. 53.40 is 544.038. Starting August 13, 1992. Applies Communications/Broadcasting: Idaho State University invites applicants for one-year temporary appointment beginning Fall 1992 to teach courses in television production corporate video, cable television, general

### SCHOOL OF EDUCATION. **HUMAN SERVICES AND**

**HUMANITIES** Position #1

**BULLETIN BOARD:** Positions available

.iob Title: Assistant/Associate Professor of Psychology Job Description: Responsibilities include teaching nine semester hours of graduate courses, supervision of graduate students, service hours or graduate courses, supervision of graduate students, service to university and university constituencies, and curriculum/clinical development. Position is for nine-month appointment with summer teaching based on program needs. Courses are taught at various instructional sites.

Qualifications: Candidate must possess an earned doctorate in Psychology with emphasis in School Psychology. Professional experience in master's level teaching desirable. Position requires teaching graduate level courses and supervising practicum students. Must be eligible for WV Certification/Licensure. Evidence of research, publication of the supervision conditions and the supervision conditions. itions and other qualifications consistent with rank are necessary.

Position #2 Job Title: Assistant/Associate Professor of Elementary/ econdary Education

Job Description: Responsibilities include teaching nine semester hours of graduate courses, program development, research and student advising. Position is a nine-month appointment. Summer teaching is based on program needs.

Qualifications: Candidate must possess an earned doctorate Curric-ulum and instruction (or related field) with a strong background and training in middle level education. Professional teaching experience is required. Evidence of research, publications and other qualifications consistent with rank are necessary. Innovative and creative strategies for teaching and supervision are encouraged.

General Information: Candidate should submit a letter of application, vila, three letters of recommendation and names of references, including current supervisor who might be called during screening picess. Employee benefits.

Salary: Commensurate with experience and qualifications. Starting Date: August 15, 1992.

Application Closing Date: Review of applications will begin immediately and continue until position is filled. SUBMIT APPLICATIONS TO:

PERSONNEL OFFICE West Virginia College of Graduate Studies P. O. Box 1003 Institute, WV 25112 Phone: (304) 766-1994

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

### EASTERN KENTUCKY UNIVERSITY

### **Assistant Professor Tenure Track**

The Department of English of Eastern Kentucky University seeks an individual qualified to teach writing, reading, and study skills and who would have a particular interest in teaching a six credit hour developmental course combining writing and reading instruction. The effective starting date is August 15, 1992.

The individual we seek has either a Ph.D. or an Ed.D. If a Ph.D., the supplasts should be in rhetoric, composition or applied linguistics, and the individual should have training and experience in reading and/or literacy instruction. If an Ed.D., the emphasis should be in reading and should be accompanied by at least 18 graduate hours in English.

This is an excellent apportunity to contribute to and to help design a

This is an excellent opportunity to contribute to and to help design a program whose objective is to provide the basic academic skills necessary for students, both non-traditional and traditional, who have the incentive and talents for successful college work but lack these skills. Interested candidates should send a letter detailing their interest and qualifications, their curriculum vitae, a transcript showing their highest degree, and the names, addresses, and telephone numbers of five references to Search Committee, c/o Dominick J. Hart, Chair, Department of English, Eastern Kentucky University, Richmond, Kentucky 40475.

Applications accepted until position is filled.

Employment eligibility verification required, immigration Reform and Control Act of 1986. An Equal Opportunity/Affirmative Action Employer

Computer Science: Oklahoma City Univer-ity is inviting applications for a tenurethy is inviting applications for a tenure-inch bottion teaching straints converse in a Mater of the continuous cases in a Material case in a computer science, Teaching excellence and containing scholarly activity will be expected. This graduate tevel appointment involves expertise in artificial intelligence, operating systems and/or database technology. Oktaborna City University is a private linear arts university of approximately 400 students located in urban Oktaborna City University is a private linear arts university of approximately 400 students located in urban Oktaborna City. Closely regulated class size and excellent computer access assure a desirable teaching anythogeneral. The Department consists of eight full-time faculty with approximately 250 graduate majors. The Department consists of eight full-time faculty with approximately 250 graduate majors. The Department of the computing resources include a AAL 1750. a MicroVAX II, and two AAL 1750. a MicroVAX II, and two samples of the component computers. Academic rank and salary will be commensurate with credentals and experience. Salary will be competitive, Applicants should submit a letter of application, resums and three letters of reference to: Oktaborna City University, As-

den deadling: April 15, 1992 (by 5:00 p.m.).

Obtain application materials: Personnel Office, 7351 Tompkins Hill Road, Eureka, Callornia 95501; (707) 445-6850. EOE.

Computer Science: Oktaboona City University is an equal opportunity, affirmative action employer.

Computer Science: Northern Michigan University. The Department of Mahematics and Computer Science invites applications for a tenure-rack position in continuer actions for a tenure-rack position in continuer actions for a tenure-rack position in continuer actions or a tenure-rack position in continuer actions for a tenure-rack position in continuer actions of a Ph.D. in mathematics with standard interests in the department include: artificial intelligence, computer graphica, computational araph theory, theory of computing and mathematical software. Northern Michigan University is primarily an undergraduate institution, and a commitment to teaching is an essential expectation of the position. Research and professional activity are both encourpared and supported. Applicants should send transcripts, three letters of recompondation and a resume to Dr. Terrance L. Scethoff, Department of Mathematics and Computer Science, Northern Michigan University, Marquette, Michigan 49655, NMU is an Equal Opportunity, Affirmative Action Employer.



HEAD,

DEPARTMENT

OF NUTRITION

AND FOOD SCIENCES

Tenured position at full professor lavel requires a Ph.D. in nutrition, food science, or closely related area; established record of researchyscholarly productivity; recognized national leadership in area of expertise, success in obtaining extremural funding; administrative experience involving research, teaching, and/or extension; ability to work effectively with faculty, administrators, atudents, and the public, and must qualify for tenure and renk of professor. Will provide leadership to multi-disciplinary faculty in instruction, research, and extension and direct/facilitate management of budgets. Submit letter of application, resumé, and names and latters of recommendation from tive references to Dr. Deloy Hendricks, Chair, NFS Bearch Committee. Department of Nutrition and Food Solences. Utah State University. Logan, UT 84322-8700. Review of applications will begin May 1, 1992; position open until filled.

Utah State University is a Land Grant University and an Equal Opportuni-ty. Affirmative Action Employer. Qualitied women, minorities, and members of other protected groups

### HOWARD COMMUNITY COLLEGE **Faculty Positions Available**

General Requirements: All positions require a master's riegree in the describing to be taught or in a closely related discribing unless otherwise specified. Other general enterin include existence of ability to be an excellent teacher and community college philosophy and mission. Salary is competitive and community college philosophy and mission. Salary is competitive and community earlier with experience.

Division Chair Appointment, Communications

THE DIVISION CHAIR is a twelve month faculty appointment reporting in the vivi pre-ident of instruction. The appointment is for a tour-year period; at the end of the four years, a division claim is eligible to be considered for reappointment for an additional four year term; direct reappointed, a chair returns to a terminolin faculty position. Citieras include demonstrated excellence in teaching, exidence of every endough interpressor and profit of the miscognization of pullity teaching, demonstrated ability to work with faculty, leadership ability, a master's degree with qualifications to teach in one or more disciplines within the dissipation of the disciplines are Developmental English. English Composition, Introduction to literature, it is expected that the faculty/division chair appointment will be filled at the assistant or associate professor runt. The calary range for livelye months would be \$35,704-\$59, \$27, depending on experience and education, Recruitment #337.

Faculty Positions Available

Faculty : Anatomy and Physiology: teaches Human Anatomy and Physiology and Integrated Sciences for Nurses, Recruit-ment #327.

Art: Teaches Art History, Drawing, and Interdisciplinary art courses; requires MIA in Drawing/Painting Recruitment #328. There is 200.

Computer Systems: Teaches Univ. C Programming, and Network Administration and assists with program descriptment; industry experience required. Eachelor's degree required. Recruitment # 329.

gree required meeting in 152. Computer Aided Designs (eaches full range of CAS) courses using AutoCAD Release 11; bachelor selegate in engineering or related field, Industry expenses a required and may be substituted for part of educational requirement. Retrustment #330.

English: Teaches Oevelopmental English, English Com-position and Introduction to Literature. Recruitment

English as a Second Language: Teaches reading and writing courses for ESL students; may also teach other courses in the Communications Division Position #332.

Mathematics: Teaches Developmental Math through Linear Algebra; ability to use technology to teach mathe-matics required. Recrottment # \$43

Nursing: Text has the say and clinical courses in integral-ed our sing cornection in the stay program, some excerning hours required, master's degree in turning and a mini-munial say graduate could be reducate as required. Re-cultinion #334.

Nursing - Evening Programs lead has theory and cloud at courses in integrated nursing conscilute in the evening and weekend program, some day hours required, may ter's degree in nursing and a numourn of so gualuate credits in order after required. Recruiment #335.

Physical Science: Assistant Institution position, teaches sange of laboratory courses including horizone, Chemis-try, Organic Chemistry, Physics, Astronomy, Physical Science, and integrated Science, other duties include laboratory preparation and coordination with far ulty. This position requires a Bacthelic's degree in a physical science discipline or a related field. Recruiment #336.

in order to be considered for faculty positions, the college must receive, in one complete packet, all of the following materials before the deadline of April 17, 1992: (1) a cover letter including the recruitment number, (2) a resume, (3) anoficial copies of transcripts; (4) a list of three references with names, addresses and telephone numbers.

HCC is an Equal Employment Opportunity, Affirmative Action Employer

MCC is a smoke free environmen

# Cabrillo College

### Santa Cruz County, California ANNOUNCES FACULTY POSITIONS

We are searching for faculty to join our dedicated community of faculty and staff. We are seeking energetic, flexible, innovative individuals who wish to join and grow with one of the most highly-respected community colleges in California.

Commanding a sweeping view of Monterey Bay, Cabrillo College serves: diverse district which includes the rich agricultural Pajaro Valley and the vibrant university community of Santa Cruz. The College is particularly interested in minority applicants wishing to help serve our increasingly diverse college population.

If you are interested in joining a special community of faculty and staff, please contract the Cabrillo College Personnel Dept., 6500 Soquel Dr., Aptos, CA 95003; (408) 479-6217 for further information and required applica-

TENURE TRACK FACULTY POSITIONS AVAILABLE:

 Accounting Instructor
 Computer Science Instructor
 Extended Opportunity Program and Services Director EMPLOYMENT CONTINGENT ON FUNDING AND GOVERNING BOARD APPROVAL AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

nasistant professor faculty position for full, 1992. Duiles include teaching a variety of undergraduate courses in computer science and business information systems and serving as Director of the Academic Computer Science Laboratory. Ph.D. in Computer Science desired, but exceptional persons with a Master's in Computer Science considered. Teaching experience preferred. Ontstanding applicants at higher levels will also be considered. Send letter of application with resume and names, addresses, and telephone numbers of three references to Mr. Bruce Bolick, UMHB Box 8018, Belton, Texas 76513. mensurate with training and experience.
Obtain mandatory employment application from Personnel Office, Tulabassee Cornumity College, Room 190, Department CHE, Administration Building, 444 Applevand Drive, Thilabassee, Florida 32304-2893; telephone 1904) 922-8 (04, Application deadline: Friday, May I, 1992, 5:00 p.m. An Equal Opportunity, Affirmative Action Employer.

considered. Send letter of application with resume and names, addresses, and telephone numbers of three references to Mr. Bruce Bolick. UMHB Box 8018, Belton, Texas 76513.

Computer Services: Assistant Director for Computer Services. College Center for Library Automation (CCLA) is seeking innovative and fexible individual with proven computer Services. Contains the computer Services and flexible individual with proven management skills to direct all operations of the CCLA central computer incility. CCLA is a statewide project to automate Florida community collega libraries through a 950 terminal computer system centralized on a DEC VAXCluster 6433. Responsibilities include developing plans, budgets, and schedules to carry but all aspects policies and procedures; develop plans to meet CCLA's current and future computers needs; participate in overall plans to meet CCLA's current and future computers needs; participate in overall plans include flacthetor's degree in Communities activities for the Center, Qualifications include flacthetor's degree in Communities activities for the Center, Qualifications include flacthetor's degree in Communities activities for the Center, Qualifications include flacthetor's degree in Communities activities for the Center, Qualifications include flacthetor's degree in Communities activities will have demonstrated leader, and the control of the Center of Communities will have demonstrated leader, as periance and called to manage a variety of concurrent tasks on schedule is needed. Ability to manage a variety of concurrent tasks on schedule is needed. Ability to manage a variety of concurrent tasks on schedule is needed. Ability to manage a variety of concurrent tasks on schedule is needed. Ability to manage a variety of concurrent tasks on schedule is needed. Ability to manage a variety of concurrent tasks on schedule is needed. Ability to manage a variety of concurrent tasks on schedule is needed. Ability to manage a variety of concurrent tasks on schedule is needed. Ability to manage a variety of concurrent tasks on schedule is needed. Ability to We will refy upon you to scient appropriate bardware and software to accommodate a variety of University areas to include assisting the University's Getteral Librarian in the development/implementanton of an automated threar information system. You will also develop, evaluate, and implement policies and procedures for instructional technology and academic computing, plus movide training for University parasonel. Requirements: a Matter's degree (Ph.D. in a related Beld preferred), six years of increasingly responsible experience developing and administering occident programs and computer-assisted instruction in a university or college setting. Teaching experience within a higher education setting desirable; excellent verbal and written communication stalls are essential. Postkom will remain open until filled, Please send a cover letter and resums to H. Barress, Personnel Department, Golden Gate University, 516 Mission Street, San Francisco, California 94103, BOR.

Counsellors: Assistant Director. Clipkol

### **COLLEGE OF SCIENCE AND MATHEMATICS**

The University of Nevada, Las Vegas is one of the fastest growing universities in the nation with a current enrollment of more than 19,500 students. UNLV was recently cited by U.S. NEWS & WORLD REPORT (1990-91) as one of the "up-and-coming" colleges and universities in the United States. Located in cosmopolitan Las Vegas, the university has the strong support of the community's rapidly growing population of 850,000 residents.

The University invites applications for the following tenuretrack positions:

**BIOLOGICAL SCIENCES** 

Assistant/Associate Professor (3 positions). Invertebrate Physiology, Developmental Biology, Plant/Microba Interactions, April 10, 1992. Contact: Warren Burggren, Chair, Department of Biological Sciences.

### **MATHEMATICS**

Associate/Full Professor (2 positions). Pure, applied, math education. April 15, 1992. Contact: Peter Shiue, Chair, Department of Mathematical Sciences.

Assistant/Associate Professor. Applied Math. April 15, 1992. Contact: Peter Shiue, Chair, Department of Mathematical Sciences.

Submit applications to the attention of specific person listed to: University of Nevada, Las Vegas; College of Science and Mathematics; 4505 Maryland Parkway; Las Vegas, Nevada 89154-4001. UNLV is an AA/EEO employer.

A YOUNG, PROUD, AND GROWING UNIVERSITY

tion of clinical services provided by luse, multi-disciplinary staff including psycholo-sists, psycholiatrists, and social workers. minitantespirary tent including psychologists, psychiatrists, and social workers, with large cache of muhi-disciplinary trainees. Will have responsibility for recruiting and training large group of temporary counciling saft, will be expected to give visionary leadership to mee which will be underspong significant changes to continue meeting sections well-made to the second Assistent Director, incumbent will provide overall administrative leadership for center as a whole. Preferred qualifications: well-developed clinical skills and sensitivities, with broad experience in assessment and intervention, methods; "organizational intervention indedenses" with psycial sensitivity to organizational change processes; experience in designing, implementing, and evaluating treatment resimens or programs; knowledge of und experience with models of time-limited therapies; ability to establish effective quality control measures; strong skills in personage managegener and clinical supervision; ability to envision, articulate and necessory of college students; sensitivity to needs of college students; sensitivity to



Mississippi University for Women invites nonunations and applications for outstanding teachers and academic leaders to full the positions listed below

Mississippi University for Women, the first public college for women in America, has an emollment of nearly 2600 students, including over 500 men. FTE enrollment has increased by 262 in two years, and last year stiving to the university increased by 1085. MUW has a tradition of outstanding undergraduate education in liberal arts and professional programs. The university is one of the top 30 institutions in the Southeeast for the number of female undergraduates who go on to earn doctorales (1979-89, National Research Council). MUW was me of 20 "model colleges" to path upate in the Winspread Confesence for exemplary practices in undergraduate education and is a member of the Small Public Liberal Arts Googe Cilitor public ivys"). The university is home to the amount Endora Welly Writer's Symposium, bonoring MUW's Pulitzer Prize-winning author Endora Welly; the Mississippi Governor's School, a summer homos program for outstanding light school students, and the Mississippi School students, and the Mississippi Vehaol for Mathematics and Science, a residential high school for gifted and talented students. The campus of R04 acres contains 24 buildings on the National Register of Historic Places. MCW is located in historic Columbus on the Tennessee-Tombighee Waterway.

### RUTH ROBINSON SMITH CHAIR IN EDUCATION

Mississippt University for Women seeks cambidates for a newly-en-dowed chair in the Division of Education and Home Economics. This chair is made possible by an endowment from the estate of Mrs. Ruth Robinson Smith, Mrs. Smith, a former Mississippi University for Wom-en student, taught in the public elementary schools for 30 years.

Earned doctorate required. Specific area of specialization open but the person selected should have competencies and experience with middle-school level students. We are particularly interested in candidates who have knowledge of or interest in computers and interactive video. Bank and salary commensurate with experience and epalifications and appropriate to the position.

### ELEMENTARY READING AND SUPERVISION

The faculty member will teach reading and supervise elementary stu-dent teachers. Farmed ductorate and three years' public school leach-ing experience are required. Bank of Assistant Professor or higher. Position pending funding.

Letters of nomination or application for both positions should be sent

Dr. Fonest Kacsbury, Head Division of Education and Home Economics Mississippi University for Women Hox W-1637 Columbus, MS 39701 Phone (601) 320-7175

Applications accepted until positions are filled. Starting date for both positions: August 21, 1992.

Mississippi University for Women is an Equal Opportunity and Affirmative Action Employer

### INSTRUCTORS **Tenure Track**

We are anticipating several full time positions becoming available:

BIOLOGY: (Fall, '92) Will teach primarily Principles of Biology and Nutrition. Must have B.S. and M.S. in Biology, 2 years' teaching experience, preferably at post recondary level, plus practical experience or registered dietician helpful but not matidatory.

NURSING: (Fall, '92) Will teach the Med/Sug component, both clinical and didactic of our associates degree program. Must have MSN and Illinois Incense plus 2 years' clinical experience.

SPANISH: (Fall, '92) Will teach all levels of Spanish, including conversa-tion and composition. Must have Master's in Spanish language and/or htera-ture or equivalent. Native or near-native fluency in Spanish and English, plus prior teaching experience at the post secondary level. Knowledge and/ or experience with Hispanic cultures desirable.

VISUAL ARTS: (Spring, '93) Will teach foundation courses in jewelsy, sculpture, ceramics and/or 3-D design, manage and supervise 3-D instructional studios, and coordinate 3-D program development. Must have MFA in one of the above 3-D areas, prefer teaching and/or experience in additional 3-D areas.

If interested in any of these positions, a letter, resume, names and telephone numbers of three current references, as well as unofficial copies of transcripts must be on file with the college no later than 5:00 y.m. C.S.T. on April 17, 1992. Please send documents to:

Peg Gorman Director of Human Resources Elgin Community College 1700 Sparten Drive, Elgin, IL 60123

Minority instructors are in demand to provide a quality education to our college's blend of students from a wide range of cultural, ethnic and social backgrounds. We are aggressively recruiting women, minorities and individuals with physical disabilities to join our team.

traitive work (minimal), and teach one raychology course per semester. Center currently employs one full-time and two paritime counselors serving the University's
mainly Egyptian student body. English is
the insuage of instruction. Required qualifications are: I'h. D. in counsellon or a relatcd floid, sensitivity to and experience with
other cultures, and at least five years' professional experience. Administrative experience and provious work with young people preferred. Two-your appointment (renewable) begins Sentember, 1992. Rank,
salary occording to scale bused on qualifications and experience. For expatriales,
housing, roundirip air travel, rlus schooling rive chalitres included. Write, with
curricultura vitae, for Dean Jan Montassir,
The American University in Cairo, 856
United Nations Plaza, Satus 517, New
York, New York 16017, preferably before
April 20, 1992.

Counseling: Counseling Center- Director.
Applications are invited for the position of Director of the Counseling Center. Appointee will do counseling and center administrative work (minimal), and teach one paychology course per agenetic. Center cur-

Yeurs' counselling experience desired. Salarry Range: \$30,000-335,000. Applications will be reviewed beginning April 17, 1992 and will be accepted until the position is filled. Wargen and minorities are especially executinged to apply. To receive an application and rosition description, contact: Columbia State Community College, Administrative Services, P. O. Box 1315, Columbia, Tennessee 38402; phone: (615) 388-0120, EOE.

Coupseling: Arksnass State University, Student Afters Division. Director of Counseling. The director will plan, organize, and implement a comprehensive counseling program to include. Individual and group counseling, special outreach in residence halls, crisis intervention, and program assessment. Will serve at a histon with area mental health resources, and perform other duties as needed. A doctorate in educational counseling or related field is required. Three-five years successful experience in working with codegs age individuals; knowledge of student counseling con-

### OWEN GRADUATE SCHOOL OF MANAGEMENT

### Vanderbilt University

Faculty Position for 1992-93

The Owen School anticipates filling one position in Marketing for the fall of 1992

GENERAL QUALIFICATIONS AND EDUCATION The candidates for this position must have the Ph.D. or equivalent degree and must have expenence in research and teaching commensurate with the position for which application is made. Applicants for the position of Assistant Professor should anticipate completion of all requirements for the doctorate prior to the date of employment. Candidates who will gave completed all degree requirements except the dissentation will be considered for the rank of instructor.

APPOINTMENT AND SALARY The appointment will begin in late August 1992. Faculty salaries are highly competitive and are determined on the basis of rank and experience. Salaries in schools of management are substantially above salaries in many other areas

THE OWEN SCHOOL The Owen School is devoted exclusively to graduate management education. It offers both MBA and the Ph.D. degrees. The school is small with approximately 400 students and 40 faculty. The size of the school encourages interdisciplinary research. The school provides substantial support for research and expects a high level of scholarship in research and teaching. APPLICATION DETAILS

> Nancy Lea Hyer, Associate Dean Owen Graduate School of Managemen Vanderbilt University 401 21st Avenue South

VANDERBILT IS AN AFFIRMATIVE ACTION,

### **FACULTY**

Pellissippi State Technical Community College seeks applicants for the following anticipated tenure-track faculty appointments effective August, 1992. Filling positions will be contingent upon adequate funding. Responsibilities include teaching courses, advising students and participating in faculty service and professional development activities.

Chemical & Environment Engineering Technology Instructor
Master's degree in Chemical Engineering with 18 graduate semester hours
from a regionally accredited college or university, and three years' experience including chemistry and Hazardous Waste Remediation. Teaching experience in two year technical community college preferred.

Civil Engineering, Department Head
Master's degree in Environmental Engineering or Civil Engineering with
strong environmental background. Must have a minimum of 3 years' work
experience in the discipline. Teaching experience at two year community
college and experience in environmental clean-up industry and building

Communication Graphics Technology Instructor
BS or BFA in Communication Graphics/Commercial Art. A minimum of three years' experience in commercial or graphic arts. Candidates interviewed must submit a portfolio including examples of free-hand, mechanical and computer-generated graphic att work. Experience on Macintush Computers, teaching experience in a community college and MFA or MS in Cummercial Art/Communication Graphics preferred.

Study Skills Instructor Away skills instructor
Master's degree in Educational Psychology, Psychology, Guidance and
Counseling or a related field with minimum 18 graduate semester hours from
a regionally accredited college or university and two years' appropriate
teaching experience required.

Review of applications will begin April 27, 1992. Send application package including a PSTCC application, résumé and college transcripts to:

Human Resources Office
Pellissippi State Technical Community College
P. O. Box 22990
Hardin Valley Road
Knoxville, TN 37933-0990

PSTCC is an equal opportunity, affirmative action employer.

### Southern methodist UNIVERSITY

Southern Methodist University has an opening for an Assistant or Associate Polessor of Accounting in the Edwin L. Cox School of Business. Ability to teach MBA's and advanced undergraduate courses desirable. Earned doctorate or equivalent. Research and teaching experience and prior research record. Position begins Fall Semester (Including vita) to School of Business Research accounting. Edwin L. Cox School of Business Restlement of Accounting, Edwin L. Cox School of Business, Southern Methodist University, Dallas, Tex-as 75275-0333. SUM is an Equal Opportunity, Affirmative Action, Title IX Employer.

cerms and student development; preference for experience in a university counselles center. Position available July 1, 1992. Application Deadline: All applications must be received by April 10, 1992. To analy, and a cover letter and corrent résume to: Personnei Office. Arisnass state University, P. O. Box 2100. State University, Arisnass state University, P. O. Box 2100. State University, Arisnass state University, Arisnass state University, Arisnass arises University, Arisnass arises University, Arisnass arises University, Arisnass arises and advising accounted for a counseling. Academic of the country of the cou

### CHAIRPERSON

Department of Hospitality Management College of Business Administration University of Central Florida Orlando, Florida 32816

"Driven by Excellence"

Applications are invited for the position of Chairperson of the Department of Hospitality Management, University of Central Florida, Orlando, Florida Minimum qualifications include an earned doctorate in an appropriateled a research and leaching record meriting lenure as Associate Professor of Professor of Hospitality Management, practical experience in the hospitality industry, and demonstrated leadership and administrative abilities.

The successful candidate will administer a department of nine full-time leaf. The successful candidate will administer a department of nine full-time laculty with diverse teaching and research interests and serve actively and successfully as liaison to the Central Florida hospitality industry. One of the new Chairperson's first responsibilities will be recruiting a Chairholder for the stimillion General Mills Chair in Restaurant Management. The Department of Hospitality Management has an undergraduate enrollment of more than 300 students concentrating in either accommodation management, conference and convention management, foud service management, or toursmand travel administration.

The College of Business Administration at UCF is one of five Colleges offering both undergraduate/graduate degree programs. The College is AACS8 accredited and offers programs of study in most business disciplines, at the present time, there are over 4500 undergraduate students seeking degree in Business Administration. There are 650 students in the MBA and other mater's programs. The Ph.D. is othered in Finance & Accounting. The College is Committed to a high standard of academic achievement and is diven by excellence in all its endeavors.

Excellence in all its enteavors.

The University of Central Florida is a fast growing, urban university with a student population of approximately 21,500. Located in Orlando, the University enjoys a rich heritage of cultural, educational, industrial and receptional activities. The campus includes 49 buildings and spans approximately 1227 acres. Over \$90 million of new construction is planned over the new acres. Central Florida is the preatest laboratory in the world practe hospitality and tourism, with nearly 80,000 hotel/motel rooms, major there parks and attractions, and hundreds of restaurants that hosed over 13.4 million tourists in 1991.

An altractive compensation package is offered. Interested applicants should submit a letter, corriculum vitae, and the names of three references postmarked by April 16, 1992, 10: Dr. John D. Hatfield

Dean's Office Coffege of Business Administration University of Central Florida Orlando, Florida 32816

The University of Central Florida is an Equal Opportunity, Alimative Aton Employer. As an agency of the State of Florida, UCF makes all search record available for public review.

### **EASTERN KENTUCKY** UNIVERSITY



### Department of Mass Communications Assistant/Associate/Professor **Public Relations**

Nine-month tenure-track position. Duties begin August 15, 1992.

Qualifications: Master's degree and significant professional superlence required in public relations. Doctoral degree and leading experience desirable.

Responsibilities: Teach four courses per semester in public relations and mass communications. Specific courses include hulk Relations Principles, Public Relations Writing, Public Relations Campaigns, Media Campaigns, Desktop Publishing and other relations. OC COURSES.

Rank and Salary: Commonsurate with academic prepara

and professional experience.

Deadline for Application: April 20, 1992.

Department of Mass Communications: The Department Mass Communications provides instructional programs leading to buccalaureate degrees in broadcasting, journalism and public relations. Eastern's public relations program is certified by the Public Relations Society of America. Approximately 375 students are majoring in the department; 150 are studying public relations.

The Universities Eastern Kontale Literation are mailment of The University: Eastern Kentucky University has an enrollment of approximately 16,000 students. It is located in Richmond, Kentucky, a community of about 24,000 inhabitants.

Applications: Nominations and/or applications with resumes and the names of three references are invited and should be sent to the Public Relations Search Committee, Department of Mass Communications, 102 Donovan Annex, Eastern Kentucky University, Pitches 100 (1975)

BCU is on Affirmative Action, Equal Opportunity Employer. Employment eligibility required, irrentigration Reform and Control Az of 1986.

Counseling/Counseling Psychology: Asso-ciale Director of the University Counseling and Testing Center. Requirements: Doctor-ate in counseling or clinical psychology. Li-censed or eligible for licensure as a psy-chologist in the State of Arizons. Five years' experience as a psychologist with a minimum of three (3) years' experience in hister education. University or college counseling center administrative experi-ence desired. Duties: Responsible for ad-ministration of the Center in the Director's absence. Primary duties include the provi-sion of clinical supervision to the psycho-logical staff and doctoral interns; coordina-tion of the quality assurance system, the Centers consultation services and the con-

ence or employer testimonial(s). 40 hours/
week, 8:30 a.m.-5:00 p.m.. \$28,044/academic year. Must have proof of legal auabority to work permanently in U.S. Send
résuné and course transcrird in dundicate
10 J. Davies, Job Order # 1200854, Ohio
Bureau of Employment Servicas, P. O.
Box 1618, Columbus, Ohio 43216.

Counselling/Counselling Psychology: Associale Director of the University Counseling
and Testing Center. Requirements: Doctorate in counselling or clinical psychology. Licensed or eligible for licensure as a psychologist in the State of Arizons. Five
years' experience as a psychologist with a
minimum of three c3 years' experience in
higher education. University or college
counselling center administrative expericace deaired. Duties: Responsible for administration of the Center in the Director's
absence. Frimary duties include the provision of cilinical supervision to the psychological staff and doctoral interns; coordination of the quality assurance system, the
Centers consultation aervices and the con-

### LYNCHBURG COLLEGE

**BULLETIN BOARD:** Positions available

### IN VIRGINIA

Lynchburg College invites applications for 1992-93 faculty positions. The College's distinctive curriculum includes the Knowledge Initiative, which equips faculty and students with personal computers and supports many forms of computer-related teaching and the Lynchburg College Symposium Readings (LCSR) Program, in which forty faculty members supplement course materials with a published collection of classical texts and emphasize student writing and speaking. Lynchburg College values good teaching, commitment to students, and professional or scholarly interests. Salary and benefits are competitive. Review of applications will begin in April and continue until appointments are made. Please send credentials, including vita, references to the individuals listed below.

ART. The Department of Art seeks a two-dimensional art colleague to teach undergraduate courses in drawing, painting, printmaking and basic graphics and/or art education. Will oversee studios, advise students, and be active in the life of the department and the College. Qualified applicants will hold the MFA and will send (as applicable) letters of reference, transcripts, syllabi of current courses, up to 12 slides of own work, SASE. Tenure-track: preferred rank, assistant professor. Richard G. Pumphrey, Chair; Search Committee; Department of Art.

EDUCATION. Elementary education-curriculum and instruction specialist sought by School of Education and Human Development. Qualified applicants will have an earned doctorate in curriculum and instruction or elementary education, three or more years teaching experience in an elementary school, time and energy to devote to curriculum development and program improvement activities, and demonstrated scholarship related to elementary school teaching. The School offers both undergraduate and graduate programs leading to teacher certification and a master's degree in Curriculum and Instruction with an emphasis on Early Childhood Education. Tenure-track; preferred rank, assistant professor. Chair, Search Committee; Curriculum and Instruction-Elementry Education; School of Education and Human Development.

Lynchburg College is a private coeducational, liberal arts institution of 2,300 undergraduate and graduate students, affiliated with the Christian Church (Disciples of Christ), a liberal Protestant denomination. Lynchburg is a metropolitan community of 150,000 persons located near the Blue Ridge Mountains, 3 1/2 hours southwest of Washington, DC. The city has a diversified economic base, excellent public schools, a mild climate, and many opportunities for recreation. Five colleges enhance its cultural life.

Northern Montana College

FLIMENTARY EDUCATION: Tenure-track position. Teaching undergraduate and graduate courses in Elementary Education in the areas of content methode, general teaching methode, field experience, and educational foundations; advise undergraduate and graduate attudents; serve on or chair graduate committees; supervise student teachers; work with public schools in placing and supervising students enrolled in field experience programs; develop curriculum related to teaching areas; serve on college committees. Cootorate in Elementary Education or related field required as well as public school teaching experience. Background in learning theory and computer-based education highly desirable.

SUSINERS: Tenure track position. Teaching basic and advanced courses in quantitative areas. Position requires breadth in teaching quantitative subjects, and some preparation in accounting, interdiscipations and advanced areas are preparation and approximately approximately accounting.

quantizative aubjects, and some preparation in accounting, internieur-plinary tasching with technology programs on campus also encour-aged. Expected to serve as a lieison to business and industry, or to perform significant campus service. Mester's degree required; teach-ing experience and a doctorate preferred. Preference given to appli-cants with experience in industry and/or academic programs with tech-nology application.

Rank and selary commensurets with degree and experience. Available August 1, 1992. Screening begins April 20, 1982. Submit letter stating career goals and interest in the poelition, résumé, transcripts, and rema of three references to: Dr. Martha Anna Dow, VPAA, Northern Montans College, Havra, MT 59501. AA/EOE.

Conseling/Crisis Intervention: The Student strated interest and competence is univer-Affair Division of Duke University has an strated interest and competence is univer-been a strated interest and competence is univer-

Affin Division of Duke University has an openion for a Sexual Assault Support Services Coordinator beginning August 1, 1992. Duke succession of Duke University has an openion for the sexual Assault Support Services Coordinator beginning August 1, 1992. Dukes include: crisis intervention/counseling, ongoing beeds assessment, and prevention programming design and implementation. Minimum requirements: Manter's degree in counselling or related field or culvising texportence. Three years' experience in profesceul assault crisis intervention and experience. A comprehensive in the state of the country of the position, salary commonsurate with experience. A comprehensive in application, resumé, and three latters of reference should be mailed to SASS Search Countries. Duke Women's Center, 126 few Fed, Durham, North Carolina 27706, 24th.

Carleulum and instruction: Associate/As-ustan Professor of Curriculum and in-fraction. Tenure-track. Candidates must have an expect doctorate in Curriculum and instruction or related area, demon-

Lynchburg College 1501 Lakeside Drive, Lynchburg, VA 24501-3199.

The Division of Biological Sciences at the University of Texas, Auslin invites applications for the position of Lacturer in Biology, for fall 1992. This is a non-tonure track position but is ronewable on an annual basis. Candidates should have a doctoral degree in biology or related discipline and a demonstrated interest in teaching at the undergraduate level. We are interested in someone with a broad background in biology who can work with tenure-track faculty in the development and teaching of innovalive, up-to-date laboratory courses in organismal biology, ecology/population biology, and cell and molecular biology. The 9-month salary base is \$28,000-\$31,000 depending on experience. The deadline for applications is April 15, 1992. Send a letter of application. curriculum vitae and have three letters of recommendation sent to Dr. M. A. Rankin, Chairman, Division of Biological Sciences, The University of Texas, Austin, TX 78712. Affirmative Action, Equal Opportunity Employer.

**BIOLOGY** 

### Chemistry and Physics Positions

Union University is seeking two (2) qualified individuals to teach courses in undergraduate physics and chemistry, beginning in the fall semester, 1992. Minimum qualifications are a Ph.D. in physics and organic or physical chemistry, respectively. Rank and salary (competitive) will be negotiated, commensurate with experience and qualifications. Interested persons should contact immediately: Dr. James Baggett, Dean of the College of Arts and Sciences, Union University, Jackson, TN 38305, or call (901) 668-1818.

strated interest and competence in university teaching and professional development, three years of teaching experience in accredited elementary tehools, and a record of demonstrated potential for research and scholarly activity. Responsibilities include teaching graduate and undergraduate courses in elementary curriculum and instruction and toolal studies adocation and advising students. Begin in Fall, 1992; salary is competitive. Send letter of application, résumé and names, adjeresses and abone numbers of three references to: Search Cormittee, Curriculum and Social Studies, Box 509, University of Housan-Clear Lake, 2700 Bay Area Boulevard, Houston, Texas 77038-1098, Screening of applicants will besin April 13, 1992. The University of Houston-Clear Lake is an affirmative action, causi opportunity employer and actively solicius the interest of women and minorities. The university recondizes that minority and rocial diversity increases the quality of its faculty, staff and student body.

Dances Assistant Professor, teaure-track. ballet, male dance technique and parmering. Responsibilities include choreography for dance and theatre productions, and supervision of student choreography. Experience in one or more performance areas such as tap, musical theatre, stage movement, acting or technical theatre desirable. MFA or comparable professional experience required. Review of applications begins June 1, 1992. Send letter of application, relaumé, three letters of recommendation, and transcripts to: Office of Academic Affairs, Donce Search, Western Kestucky University, 1526 Russelfville Road, Bowley

Desn: Wesleyan College, the first college in the world chartered to around degrees to women, seeks an assistant academic dean to play a pivotal role in the college's initiative to integrate curricular, extracurricular, and co-curricular life. The assistant dean will plan and implement the student activities program; in addition, the assistant dean

### EASTERN KENTUCKY UNIVERSITY E

Eastern Kentucky University is a 17,000 enrollment University located in the Kentucky Bluegrass area 20 miles south of Lexington.

The College of Education of Eastern Kentucky University has 2500 students and has the largest N-12 laboratory school in the country. The College has the following openings:

### Three Visiting Assistant Professor Positions

Three visiting appointments each with the possibility of becoming a tenure track position. Renewable annually up to a three year maximum. If and when a visiting position is converted to tenure track, the person holding the position may apply for the tenure track position. Each position carries responsibilities in teaching, activities, supervising, publishing and other activities deemed important to the college. Each Elementary, Middle Grade and High School component has a prerequisite of evidence of successful teaching experience for the particular level applied for.

Qualifications: Both samed doctorate and evidence of angoing scholarly activity expected in major

COUNSELOR EDUCATION: Visiting Assistant Professor to teach counseling and human develop-ment classes; coordinate practicum and field experiences; and perform other responsibilities as described above. School counseling and teaching required.

DEPARTMENT OF CURRICULUM AND INSTRUCTION: Visiting Assistant Professor to teach courses in Early Elementary Classroom Management, Middle Grade Curriculum, and Social Studies of Reading/Language Arts methods, and perform other responsibilities as described above.

SPECIAL EDUCATION/COMMUNICATION DISORDERS: Visiting Assistant Professor to teach in Communication Disorders Program and perform other responsibilities as described above. An earned doctorate in the area of Speech-Language Pathology; ASHA-SUP; expertise in speech and hearing science, computer applications, or related content areas; three years work experience; and supervision of clinical practicum are preferred.

### **Tenure-Track Positions**

Each tenure track position carries responsibilities in teaching, advising, publishing, supervising, and

other activities deemed important to the college. THE DEPARTMENT OF ADMINISTRATION, COUNSELING, AND EDUCATIONAL STUDIES: Assistant Professor to teach measurement, statistics, and advanced educational psychology, advis-graduate counseling students; and perform other regular faculty assignments and responsibilities a described above. An earned doctorate in Educational Psychology or Counseling is required.

THE DEPARTMENT OF CURRICULUM AND INSTRUCTION: Assistant Professor to teach under graduate and graduate classes in Library Science and perform other responsibilities as described above. Applicants must have the earned doctorate in Education with a Library Science background at the masters and/or doctoral level. Successful college teaching experience and a history of professional and scholarly involvement are desirable. Successful experience as librarian at the elementary, middle grade, or high school level is <u>essential</u>.

THE DEPARTMENT OF CURRICULUM AND INSTRUCTION: Assistant Professor to leach under graduate and graduate classes in Social Science Education and Secondary Curriculum and perform other responsibilities as described above. An earned doctorate in Education with a strong background in the social sciences is required. Successful college teaching experience, work with student teachers, and a history of professional and scholarly involvement are desirable. Successful experience as a high

school social science teacher is essential. Applicants should clearly specify the position for which they are applying. Completed applications should include: (1) letter of interest which clearly establishes applicant's qualifications for the position; (2) a curriculum vita; (3) college transcripts; (4) three letters of recommendation (including names, addresses, and telephone numbers). Mall applications to the Office of the Dean, College of Education, Eastern Kentucky University, Richmond, KY 40475-3111. Review of applications will begin on May 1,

1992 and continue until positions are filled. An Equal Opportunity Affermative Action Employer. Employment eligibility verification required, immigration Reform and Control Act of 1986.

### MT. SAN JACINTO

COMMUNITY COLLEGE DISTRICT

BUSINESS/SECRETARIAL SCIENCE INSTRUCTOR ACCOUNTING INSTRUCTOR

SOCIOLOGY INSTRUCTOR
 COMPUTER INFORMATION SYSTEMS INSTRUCTOR
 PHILOSOPHY INSTRUCTOR

These are full-time, tenure track, ten-month instructor positions. Salaries range from \$28,560 to \$56,601, with a maximum entry level salary of \$46,560, with seven years of prior full-time teaching experience and maximum post-Pi-A. semester units, including an earned doctorate. Benefits include medical, dental, life insurance and sick teave.

REQUIREMENTS: Master's degree in the discipline or its equivalent. Individuals not possessing the required Master's degree must submit a written request for an equivalency review.

Applications and job descriptions may be requested by calling (714) 654-8011, ext. 1111. These positions are open until filled however, to ensure full consideration, application materials should arrive at MSJC by no later than Friday, April 24, 1992.

MT. SAN JACINTO COMMUNITY COLLEGE 1499 N. STATE ST. SAN JACINTO, CA 92583

WOMEN AND MINORITY CANDIDATES ARE STRONGLY ENCOURAGED TO APPLY

will oversee commeling and interial services, commently service, and residential life. The position curries faculty status, and the assistant dean will teach one course a year. Qualifications include a Ph.D. in a liberal ara discipline, college teaching experience, and an appreciation for the value of liberal are detection. Send application, resume, and three current letters of reference to Carole Brown, Dean of the College, Wesleyan College, 4760 Forsyth Road, Macon, Georgia 31297, by April 1.

Dentistry/Dental Hygiene: Dentist and Dontal Hygiene Instructors. Mayaville Community College, a community college in the University of Kentucky Community College in the University of Kentucky Community College System, invites applications for two full-time tenure track positions in the Motife Dental Hygiene Program of Northern Kentucky University in Covinston. Kentucky, The MCC/NKU is one of two mobile programs in the UKCCS. The Dental position



American University of Beirul

850 THIRD AVENUE, NEW YORK, N.Y. 10022

**FACULTY OF AGRICULTURAL** 

AND FOOD SCIENCES

The Faculty of Agricultural and Foud Sciences at the American University of Belrut, Lebanon (AUB) invites applications for faculty positions at the level of Assistant Professor or above, available for July 1, 1992 or October 1, 1992, in the following fields:

(1) Irrigation and Water Resources: Ph.D. is required in field of imigation with a good background in water resources and hydrology. Previous lawling and research experience destrable. The incumbent will be expected to teach undergraduate and graduate courses, to support a management of the property o

teach undergraduate and graduate courses, to supervise graduate student and to pursue research.

and to pursue research.

(2) Agricultural Mechanization: Ph.D. is required in agricultural mechanization, or agricultural engineering with emphasis on machinery. The incunbent will teach undergraduate and graduate courses in farm power and agricultural mechanization and will also be expected to conduct research to advise graduate students majoring in agricultural mechanization, and to advise on agricultural machinery matters at the University Farm.

advise on agricultural machinery matters at the University Farm.

(3) Pesticides and Toxicology: The incumbent's responsibility will include teaching and research, with emphasis on the study of pesticides and the toxicology, including fate in the environment and crops. Teaching responsibilities include undergraduate and graduate courses in pesticide chemin, mode of action of pesticides, and toxicology, as well as advising Machinery is available, the period of action of pesticides, and toxicology, as well as advising Machinery is available, Ph.D. Is required, and previous experience in teaching and/or research a desirable.



### Chesapeake College P. O. Box 8 Wye Mills, MD 21679

### Science Faculty

Chesapeake College is seeking a full-time, nine month, laculty member in Science Faculty member must be self motivated and possess ability to work effectively with students.

Required: Master's degree in biology, biochemistry, chemistry or closely related field or in science education with appropriate content-oriented course work; previous backing experience, ability to teach in biological science, physical sci-

Destreet: Doctorate in biology, chemistry or closely related field, previous teaching experience at the postsecondary level.

Salary: \$25,056 to \$50,755 with a starting salary not to exceed \$45,123, subject to final budget approval, and dependent upon qualifications and experience. Liberal trings benefits.

### Computer Information Systems

Chesapoake College is seeking a full-time, nine month, faculty member in Computer Information Systems. Faculty member must be self-motivated and possess ability to work effectively with students.

Required: Master's degree or equivalent in computer information systems or computer adence; previous teaching experience; ability to teach courses in com puter information systems and computer science.

Dealred: Prior teaching experience in COBOL, PASCAL, "C" languages, or assembly language; microcomputer operations and applicable software packages, provious texcling experience at the secondary level. Salary: \$25,050 to \$50,755 with a starting salary not to exceed \$45,123, subject to final budget approval, and dependent upon qualifications and experience. Liberal fringe benefits.

CHESAPEAKE COLLEGE is a fully accredited, publicly supported, regional community college offering 36 liberal arts and sciences, technical, and career programs. Located on 170 acres on Maryland's scenic rural Eastern Shore, Chesapeake College is only an hour away from Baltimore and Washington, D.C. and is easily accessible by U.S. Houte 50.

Submit letter of interest and resume, stating position applying for, to: Mrs. Shirley C. Patchett Personnel Department Chesapeake College P. O. Box 8 Wye Mills, Maryland 21679

For primary consideration, résumés should be postmarked by April 16, 1992. However, position will remain open until filled. Candidates who are considered for an interview must furnish a copy of all transcripts at time of

Female and Minority applicants are encouraged to apply.

### UNIVERSITY OF UTAH GRADUATE SCHOOL OF SOCIAL WORK

Announces a Tenure Track Position in

### ADMINISTRATION/ COMMUNITY PLANNING

Teaching responsibilities will include courses in adminis tration, community organization, and evaluation research. Professional experience with diverse cultural and ethnic groups is desired, as is experience in developing community linkages and course content relevant to the minority experience.

Qualifications for the position include M.S.W. with Ph.D. or D.S.W. (A.B.D.'s will be considered if dissertation is in process); administrative practice experience; and ability to conduct research in a substantive social work area.

Applications should include a letter in which qualifications are set forth; a comprehensive vite; and names/ addresses of references who may be contacted by the Search Committee concerning qualifications.

Applications will be accepted until position is filled. Screening to bogin February 28, 1992. Women and minority applicants are particularly encouraged to apply. Applications and nominations should be send to:

Dr. Kay L. Dea, Dean Graduate School of Social Work University of Utah Salt Lake City, UT 84112, Phone (801) 581-8194

The University of Utah is on Equal Opportunity/ Affirmative Action Employer

Development, Director of Development, Thomas Aquinas College, Coordinates recruitment and retention of President's Counce Revel donors (\$1,000 per year up). Help set annual giving up to approximately \$1.5 million per year. College founded in 1971. Unique Catholic great books curriculum. Indiative, motivation, acod nublic contact skills, appreciation of unique program essential. Must be willing to travel. Catholic fund-missins experience detirable. Send letters and résumá te: Vice President for Development, 1000 North Ojal Rond, Sante Paula, California 93060.

teers and staff. Successful candidates will have an ability to provide leadership to achieve challenging individual giving arowth objectives; to establish effective working relationships; to communicate effectively in written and webal forms; unperior organizational, coordination and administrative skills and knowledge of fundralising concepts; lacituding planned giving. Prefer 10 years of increasingly responsible devolopment experience, volunteer management and marketing. Knowledge of the community's volunteer leadership base, nat work of affluent furnilles and private foundations is highly desirable. Interested candidates should send a resumé and letter of application including solary requirements by April 24 to: United Way of Minneapolis Area, Human Resources Denarmany, 404 South 8th Street, Minneapolis 33404. An Affirmative Action Employer. Committed to a Culturally Diverse Work Force.

### UNIVERSITY OF NEVADA, RENO **COLLEGE OF EDUCATION Tenure Track Positions**

The Department of Curriculum and Instruction is a rapidly growing department of 20 positions and is charged with the responsibility of providing undergraduate and graduate preparation in elementary and secondary education.

English as a Second Language (2 positions)
Rank Open

Responsibilities include teaching undergraduate and graduate courses in English as a Second Language. Ability to teach language testing, materials development and ESL theory and methodology. Ability to teach an introductory course in multicultural education and/or a course in another educational speciality will be considered an asset. Qualifications include an earned doctorate in education or related field with expertise in ESL, minimum of three years of teaching experience in public schools or equivalent, evidence of productivity or potential in scholarship and grant acquisition. Salary will be commensurate with qualifications and experience. Screening will begin April 6, 1992, and will continue until filled. Starting date is academic year 92/93.

### Elementary Science Education Rank Open

Responsibilities include teaching undergraduate and graduate courses in Elementary Science Education. Experience and/or skills in helping teachers integrate science and mathematics instruction will be considered an asset. Qualifications include an earned doctorate in education or related field with minimum of three years of teaching experience in public hools or equivalent,
evidence of productivity or potential in scholarship and grant acquisition.
Safary will be commensurate with qualifications and experience. Screening
will begin immediately and will continue until filled. Starting date is calendar
year 92/93.

To apply: Send letter of application, vita, research plan, at least three samples of scholarly writing, a copy of transcripts and three letters of recommendation Cleborne D. Maddux, Chairman Department of Curriculum & Instruction College of Education University of Nevada, Reno Reno, NV 89557

AVEOE.
UNR employs only U.S. citizens and allens favorably authorized to work in U.S.

**Faculty Positions** 

more/Washington, DC area, anticipate filling the following full-time faculty position vacancies beginning in the Fall 1992 semester. A minimum of a master's degree or equivalent is required.

Candidates for faculty positions must be committed to the community col-lege philosophy and be able to relate to and address the needs of develop-mental, international, and culturally diverse students. Successful candidates may be assigned to daytime, evening, and weekend schedules.

Review of applications will begin March 27, 1992 and continue until positions are filled. The fall semester begins August 26, 1992. To receive a faculty application, call (301) 279-5374. Call toll free 1-800-452-5733 through August 15, 1992.

MONTGOMERY COLLEGE Office of Human Resources 900 Hungerford Dr., Suke 130 Rockville, MD 20850

Montgomery College is an EEO/AA, Title IX institution
Minorities and women are encouraged to complete

WESTERN NEW MEXICO UNIVERSITY

Courses as well as graduate Courseling courses. Ph.D., Ed.D., or PsyD degree in Counseling Psychology. School Psychology of Educational Psychology of Educational Psychology of Educational Psychology from APA approved programs preferred.

Review of applications beginning April 15, 1992. Position open until filled.

TO APPLY: Please send a letter of application, résumé and list of five references by April 15, 1992 to Psychology Search, Office for Human Resources, Western New Mexico University, P. O. Box 680, Silver City, New Mexico 88062.

W N M U - AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

Computer Science Counseling Criminal Justice

English as a Second Language Fire Science French/Spanish Geography History/Political Science Management Mathematics

Medical Sonography
Microcomputer Repair
Physics/Systems Engineering
Political Science/Economics

Psychology/Education
Printing Technologies
Reading
Sociology/Anthropology
Speech
Technical Writing
Speech/Technical Writing

(4) Weed Science: Ph.D. required, in weed science or crop physiology. Emphasis on physiology and control of weeds in economic crops leading responsibilities include undergraduate and graduate courses in weed science, and mode of action of herbicides. Incumbent will also be expected to supervise graduate students and to pursue research in weed science. Appointments are normally made for a three-year period. Interested peros may send their curricula vitae, with names and addresses of professional references, to the Dean, Faculty of Agricultural and Food Sciences, to New York, Office of the American University of Beirut, 850 Third Avenue, New York, NY 10022, U.S.A.

The American University of Beirut is an equal opportunity, affirmative and

U.S. passports are presently invalid for travel to, in or through Lebanon, and for residence in Lebanon, by order of the Department of State, and there applications from individuals who would travel to or reside in Lebanon U.S. passport cannot at this time be considered.



### UNIVERSITY OF WISCONSIN MILWAUKEE

### School of Education

Full-time, tenure track positions starting Fall, 1992

Application deadline: May 1, 1992 Assistant Professor of Educational Technology

Qualifications: earned docturate in educational technology or related field with engliss on computer based instruction (e.g., instructional design, computer science education preferred. Duties includes teaching preservice and graduate tevel educational technology with omphasis on use of computers; revising/developing educational technology contuins; advising students; pruviding losalorship in educational technology contuins; advising students; pruviding losalorship in educational technology programs and facilities in area schools and on campus; scholarship and research, service, and committy relations activities. Salary is competitive. Please send letter of ment with via parament lide, and three letters of recommendation to Prof. Henry Repner, Chair, Santian Screen Cte., Dept. of C81, UWM School of Education; P O, Box 413, Milwayte, in S3201.

Experienced Assistant or Associate Professor of Curriculum & Instruction (SM) Director of Center for Mathematics and Science Education Research (CMSEN) (SMS Director of Center for Mathematics and Science Education Research (CMSB) (SM)

Qualifications earned doctorate in science or mathematics education with a bedgord in preservice and inservice teacher education, research and publication second, ed a understanding of current research and practice in science or math education; ability and understanding of current research efforts; excellent communication stills; demonstred success in developing and administering outramural funding. Director duties leader success in developing or coordinating the developing out continuity and in the service of the second section of the second section of the second section of the s

The LIW System is required to release, within two days of a request following the dealire for applications and nominations for these positions, a combined, undifferentiated last all nominees and applicants. Women and minorities are encouraged to apply.

zations. Required: BA in Marketing or re-lated srea, 3 years' experience in manage-ment fund-ratsing/marketing program. De-aired: direct annual fund experience in a college/university. Send letter of applica-tion, résumé, and names/phone numbers of three references by April 3, 1992, to: ASU Human Resources, Employment Services, Temps, Arizona 85287-1403. Job Order #7001866. AA/EOE. Development: Director of Annual Fund (Arizona State University). Under director of the Associate Director of Development, conducts work of considerable difficulty conceptualizing, planning, guanging, and operating audversity-wide centralized and operating audversity-wide centralized and program for namel fund activities. These activities include developing a comprehensive program to acquire new sumual donors.

The director will also work with the colleges and other units in formulating individual plans, coordinating marketing to providing the technical staff and the Parents program and working with key leadership groups. The director is also the liaison to the Alumnia Association and other volunteer organical control of the Association and the As

Developments Director of Development, college of Mount St. Joseph, Cincinnati, Ohlo. The College of Mount St. Joseph Continuation of Development, The Director of Development. The Director of Development. The Director manager College fund-raising activities with specific responsibilities for corporatefoundation relations, annual giving, major donor development, grantsmannship, and capital and other special fund-missing programs. The Director managers a staff of lour professionals and reports to the Vice President for Institutional Advancement, Candidates must have 5-7 years of find raising experience, preferably in higher education, including corporate/foundation.





### **INSTRUCTIONAL POSITIONS NORTHERN VIRGINIA COMMUNITY COLLEGE**

announces the following Faculty Vacancies for 1992-93

Northern Virginia Community College is a comprehensive multi-campus community college serving over 60,000 students in the Washing-in D.C. metropolitan area A DC metropolitan area.

All postors are effective August 16, 1992. Faculty are expected to engage in curriculum and course development, participate in college and error committees and other activities, and be available to teach evening and/or Saturday classes. Please state exactly the position for which you are applying furchaing campus designation) and send resumes posimarked by April 15, [62] Mail to NVCC Human Resources Office, 4001 Wakefield Chapel Rd., Annadale, VA 22003 NVCC is an Equal Opportunity. Annadale Action Employer

### Academic (Transfer) Positions

Missiar's degree with a minimum of 18 graduate somester bours in the subject to be taught is required. Earned Doctorate and community college feaching experience highly desired.

Art, Loudour Campus

Facth printmaking, drawing, computer graphics (Macintosh) and general graphic skills. Master's degree should include 18 graduate senseter hours in graphic design and/or printmaking. Experience leaching one or more of the following desired lithography, all screen, etching and relief printmaking.

English as a Record Language, Alexandria Campus (2 positions)
Teach in ESL program which prepares students for college-lavel courses. Work with students as four different levels in all facets of ESL.

Eaglish as a Second Language, Annandale Campus Provide Instruction in reading, writing, listening, and speaking in all levels of ESL. (3 positions)

In Position requires experience in teaching advanced ESL composition.
2nd Position requires experience in teaching ESL pronunciation and oral communication
3nd Position requires experience in teaching lower-level intensive ESL (all 4 skills) Some experience in CAI is desired

English as a Becond Language, Manassas Campus Teach all skills in English as a Second Language Secondary skills in English composition desired.

Easilish (Developmental). Manassas Campus
Teach developmental reading and writing courses. Master's degree with 18 graduale semester hours in English required. Additional 18 graduate semester hours in Reading highly desired

the ar French/Spanish. Alexandria Campus
Teach beginning and intermediate Franch or preferably French and Spanish. May be assigned to teach conversation and culture. Must have 18 graduate semester hours in French. If teaching Spanish, must also have 18 graduate semester hours in Spanish.

Geology, Annandale Campus Teach physical and historical geology.

llisters, Alexandria Campus (each U.S. History and Western Civilization Graduate hours in Geography and an area of Non-Western History destred

Ristory, Annandele Campus
Teach survey course in U.S. History, Western Civilization, and Women's History

History, Loudoun Campus Teach courses in Western Civilization and offer a non-U.S. survey of the Instructor's choice. Experience in distance Education destred.

ubenatics, Alexandria Campus
Teach technical, developmental, liberal arts and pre-calculus mathematics. Technical math and developmental math with computerassisted instruction

amatics, Manassas Campus (2 positions) In Position: Teach all levels of math (developmental through advanced calculus) 2nd Position: Developmental. May include courses in developmental arithmetic through applied calculus and statistics.

Psychology, Annendale Campus
Teach Introduction to Psychology, PSY 201-202, and other psychology courses

### Occupational/Technical Positions

Bichsler's degree with a major in the subject to be taught and two years' full-time related occupational experience required.

Master's degree and community college teaching highly desired.

seating, Loudoun Campus
Teach Introductory and advanced accounting, including Principles of Accounting, Taxation, and Computarised Accounting, CPA

nistration of Justice, Annandale Campus
Teach a variety of courses including Police Organization and Administration, Security Administration, Criminology, Juvenile Justice,
Investigation, Report Writing, etc.

Equisitions, Alexandria Campus
Promote and devulop program within the industry. Teach four rights a week or as needed by the community Knowledge in use of Federal Acquisitions Regulations Manual, ability to teach in an inter-disciplinary field of accounting desired.

motive, Alexandria Cempus

Responsible for course lesson planning, classroom and lab instruction. Must maintain currency in profession. Requires strong knowledge of electrical and electronic systems, fuels management systems including computerized fuels management; special emphasis on emission systems, control and power trains to include manual and automatic transmissions and transaxies. Supervisory and/or program

iness, Manassas Campus Teach Business and Finance classes. Bachelor's degree with major in business and/or accounting required. Extensive knowledge of

computer roughess applications desired. Askendria Campus
Teach courses in CIS including mainframe and microcomputer subjects, especially word processing, spreadsheet, database, and
operating systems.
Computer Information Systems, Annandale Campus
Must have background in computer programming, maintain currency in field.

Economic History: The Australian National University. Pacuity of Reonomics and Conserve, Department of Reonomic History, Professor (Academic Level E.) Policius of Professor C. Forder, the University Invites applications for its above position. The Economic History

Computer information Systems, Woodbridge Compute Administrative, mainframe, microcomputer, and programming in at least two high-level languages (not including BASIC), and LAN

Instruct in didactic and/or clinical including ACLS and BTLS courses, assist with equipment inventory. AMA acceedited program, RN, Instruct in didactic and/or clinical including ACLS and BTLS courses, assist with equipment inventory. AMA acceedited program, RN, Nationally Registered Paramedic, ACLS and BTLS Instructor, Virginia CCT, or EMT-1 certification desired. Apply by June 15, 1992. Tedical Laboratory Technology, Annandale Campus
Pul-time educational coordinator. Teach in lecture and lab on campus and coordinate clinical rotations in affitate hospitals. Experience
secting hematology, clinical chemistry and philabotomy highly desired.

Office Systems Technology, Alexandria Campus

Was be computer literate with knowledge of WordPerfect 5.1. Knowledge of Ventura Desktop Publishing desired.

April 24, 1992 (by 5;00 p.m.). Obtain application materials: Personnel Office, 7351 Tongthis Hill Road, Bureka, California 1993(1), 1992 (by 5;00 p.m.). Obtain application materials: Personnel Office, 7351 Tongthis Hill Road, Bureka, California 1993(1), 1993 (by 1993); (707) 445-6850; EOE.

Barly Childhood Education: College of the Respect No. 1994 (by 1994) (by 1 the Research Schools of Social Sciences and Pacific Studies. The successful applicant will be expected to be a first class scholar in Economic History, should have a strong interest in analytical economic bistory, and should be capable of providing strong academic lendership in fostering axcellence in research, teaching, professional activities and noticy developments in Economic History. For furnher information contact Dr. D. Micholls, telephone: (61 6) 249 3.996. Further particulars and selection criteria may be obtained from the Secretary at the address below. Closing date: 8 May 1992. Reference: FE 4.3.1. Salary: A573,000 (A577,900 from July 1992) per annum. Appointment: With tenure to retiring age. Applications addressing the selection criteria abould be submitted in duplicate to the Secretary. The Australian National University, ClyO Box 4, Camberra ACT, Australia quoting the reference number and including curriculum vitae, list of publications and names of at least three reference. The University is an Equal Opportunity Employer. "Midhood Education Instructor. Full ime, impre track position on the beautiful rudie. North Cost., \$26,675 to \$44,058. Sura August 13, 1992. Application dead-ine; April 24, 1992 (by \$500 p.m.). Obtain appeasation manterials: Personnel Office, 731 Romekins Hill Road Euraka, Califor-ia 85001; (707) 445-6850. EOB. and Economics, Campbell University, P. O. Box 218, Bules Creek, North Carolios 27506. Entry (197) 445-6850. EOE.

Lany Chichood Special Education: Assistant/Associate Professor. Adelphi University School of Education. Responsibilities as lude mediant courses in early childhood special education; development, implementation, and evaluation of programs for discastion of infants, toddlers, preschool children and their families. Send letter of expectation, vita, and three letters of reconspendation to: Paculty Search/Education, Office of the Provost, Adelphi University, Garden City, New York 11530. EO/

Economics: Assistant Professor, Ph.D. in economics and minimum of two years' teaching experience at the university level required. Areas should include instrumental Trade, International Finance, Macro-

na 27506.

Education: Charleston Southern University invites applications for an Assistant Professor in Early Childhood/Elementary Education. Position available August 1. 1992.
Candidates must have a Ph.D. or Ed.D. in Early Childhood/Elementary Education. A minimum of thee years' poble achool teaching experience at the elementary school level is required. Charleston Southern University is a private, liberal artis haditution, affiliated with the South Carolina Baptist Convention, with over 2,400 students offering both undergraduate and services of the control of the cont A Bulletin Board notice will you have

quickly put you in touch with the best prospects for the positions available.

Beginning 1992-93 Academic Year University of Central Oklahoma The University of Central Oklahoma (UCO), founded in 1890, is located on a 210-acre campus in Edmond, just 15 miles north of Oklahoma City. The 1991 tall enrollment exceeded 15,000 students with day and evening program options. UCO is accredited by the North Central Association of Colleges and Schools as a bachelor's and master's degree granting institution. The University consists of four undergraduate colleges and a graduate college. It awards seven bachelor's degrees and offers 140 degree options in 62 programs of study. Five master's degrees are offered in 105 degree options and 24 programs of study. UCO also offers courses of study in six pre-professional areas and one

COLLEGE OF BUSINESS ADMINISTRATION

Faculty Vacancies

Dr. Frank S. Wert, Dean

ACCOUNTING. Financial Accounting preferred. Accounting doctorate, CPA and accounting experience preferred. ASD required. BUSINESS LAW. Undergrad law, graduate MBA Legal Environment of Business, J.D. and law license required.

J.D./ M.B.A. preferred. FINANCE. Finance, Insurance or Real Estate. Ph.D./DBA preferred; ABD required. MANAGEMENT, Ph.D./D.B.A. preferred; Management ABD regulared. Business experience preferred. ECONOMICS.\* Teaching 3/4; 1/4 Director, new Center for Urban Economic & Business Analysis. Economics/

COLLEGE OF EDUCATION

Dr. Kenneth E. Elsner, Dean

(Note: Most positions involve supervising field experiences/practicums; entry-year committee service.)
SPECIAL EDUCATION, LD; ED; EMH/Mull-handicapped, Previous elementary/secondary teaching required.
SPECIAL EDUCATION/READING. Doctorate and certification in Special Ed. preferred; Master's required.
EARLY CHILDHOOD/EDUCATION. Early Childhood Methods. Previous elementary, pre-K and/or primary

teaching required.
HOME ECONOMICS, Nutrillon; Foods/Service Management, Requires R.D. Prefer Doctorate, Master's Required; Nutrition, Dietelics or Food Management.

EDUCATIONAL PSYCHOLOGY/MEASUREMENT & EVALUATION. Measurement & Evaluation; Educational &

Developmental Psych. Requires Psych. or Guidance & Counselling Master's. SECONDARY SCHOOL ADMINISTRATION. General School Administration; Professional Education. Requires

Secondary Administration certification and Master's. GERONTOLOGY.\* Geroniclogy; Physiological Psych.; Psych. core courses. Requires Doctorate in Geroniclogy.

COLLEGE OF LIBERAL ARTS

Dr. Clifton L. Warren, Dean

ENGLISH.(Two Positions) Freshman Composition for Internationals. Linguistics; English Language History; Tech.

Writing. Requires at least two years university leaching.

JOURNALISM. Advertising; Public Relations; Magazine. Requires previous advortising media experience.

ORAL COMMUNICATION. Public Speaking/Applied Speech for Teachers. Assist debate program. Previous

MUSIC. Opera and Music Theater; choral activities. Requires Vocal Performance Master's, music theater/ performance; leaching "beiling" techniques.

FOREIGN LANGUAGE." Spanish or French. Doctorate required. Language lab/ methods experience preferred.

POLITICAL SCIENCE. Public Administration, Porsonnet Management and Policy Analysis. Previous university

COLLEGE OF MATHEMATICS AND SCIENCE

Dr. G. Kay Owens, Dean

BACTERIOLOGY/ENVIRONMENTAL MICROBIOLOGY. Introductory Microbiology; Non-majors General Biology. robiology/related Ph.D. required. Direct Master's theses... COMPUTING SCIENCE. Computing Science. Develop research programs. Master's in Computing Science

NURSING. (2 positions) Team leach and clinically supervise in two or more: Maternal-Child; Mental Health; Medical Surgical; Critical Care; Community. Requires Nursing Master's, current OK RN licensure, two years equivalent

PHYSICS.\* Physics. Direct research at M.S. and/or B.S. level. Doctorate required in Physics or related field.

### APORTANT MOTES FOR ALL POSITIONS (some exceptions apply)

Full-time, beginning 1992-93 academic year; normal conversion to tenure track within 1-2 years. Effective August 24, 1992. Doctorate preferred; Master's in field required. ME Rank as instructor/Assistant Professor. (Positions marked with " are Assistant Professor; Doctorate required.) ME Generally includes day/ evening, graduate/undergraduate courses and some student advisement. ME Previous successful university leaching experience with racially and culturally-diverse student populations preferred. 

Research and service commitment expected. 

Must be eligible to work in the United States. 

Salary and rank commensurate with experience and qualifications. 🔳 For complete details on any position, write or call the appropriate Dean.

TO APPLY FOR ANY POSTIION

POSTMARKED DEADLINE IS APRIL 22, 1992. Send letter of application, resume, official transcripts and three letters of recommendation to appropriate Dean. Underrepresented groups encouraged to apply. UCO IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

Education: University of West Florida, Elementary and Secondary Education, 1900
University Parkway, Pensacola, Florida School.

2514. Positions (4). Two positions at the University of West Florida-Fl. Walton 1992. Salary: \$19,412-\$22,000 depending on previous successful teaching experience

earning. Nine months effective August 8, 1992. Salary: \$19.4 [2.522.000 depending on qualifications. Time line—Application deadline: Anril 27, 1992. Interviews: May 25 to June 5, 1992. Appointment: August 8, 1992. Qualifications—Minimum of Master of Education with an emphasia in clossestary education/middle school and flws years of public school leaching experience. Preference will be given to candidates who have experience to field experiences. Dubtes: Supervise pre-service student teachers, are-student teaching flower to countrie a commitment to the research and actual public students. Successful applicants will be able to demonstrate a commitment to the research and actual applicants will be able to demonstrate a commitment to the research and actual and the proposition of the content of the proposition of the proposition of the content of the co



### **HEARTLAND COMMUNITY COLLEGE** Founding Faculty Positions

Heartland Community College, the newest community college in Illinois, is seeking outstanding teachers who will become the college's founding faculty. Applications are invited from individuals with a strong commitment to teaching and a willingness to help shape the college's direction and establish its reputation for excellence and student excess.

The Faculty Positions, initial appointments will be in the following

Department Chair, Social/Behavioral Sciences gusiness/Accounting (3)

Nursing (1)
Office Technology (1)
Psychology (1)
Reading (1)
Science (3) English/Communications (2) History (1) Seciology (1)

All appointments are twelve-month, lenure track positions. Responsibilities include teaching courses at all levels of the curriculum, academic advisement, and curriculum development.

Qualifications: The Master's degree in an appropriate discipline is required, with an indication of teaching promise. Multi-or interdisciplinary competence is desirable for some positions. Preference given for competence in areas such as collaborative learning, outcomes assessment, classroom research, and faculty development. Candidates for the department chair position are expected to have experience in supervision and considerable curriculum development experience.

Compensation: The salary range is \$25,000-\$38,000 for faculty teaching positions and \$35,000-\$48,000 for department chair, depending on qualifications and experience.

The College and the Community, Classes will be offered at all three main locations in the community college district, with the main administrative center located in Bloomington-Normal, and canters also in the northern and of the district at Pontiac and at Lincoln in the south. Bloomington-Normal, a vibrant community of about 95,000 people, is located in the geographical center of Illinois, approximately 135 miles southwest of Chicago and 160 miles northeast of St. Louis, and is southwest of Chicago and 160 miles northeast of St. Louis, and is southwest of Chicago and 160 miles northeast of St. Louis, and is southwest of chicago and 160 miles northeast of St. Louis, and is constituted and stable economy with educational and cultural opportunities provided by two universities and nine performing arts centers.

Application: Letters of application and resumés should be sent to: Dr. Jerry Weber, Vice President for Instruction Hearland Community College 1540 East College Avenue Normal, IL 61761

Review of applications will begin immediately and continue until positions are filled Heartland Community College is an affirmative action, equal opportu-nity employer. Women, minorities, and the disabled are encouraged to

### TRENTON STATE COLLEGE



DEPARTMENT OF LAW AND JUSTICE

invites applications for a tenure track position at the Assistant Professor position at the Assistant Professor level. Has a strong legal component and many of its graduates go on to law school. It has over 300 full-time students and a faculty of sk. J.D. and Ph.D. degree in the social actences preferred. Applicants possessing a J.D. and a cartifled A.B.D. or a Masters Degree in the social sciences will be considered. In addition to teaching law-related courses such as Criminal Law I and II, Judicial Process and Criminal Evidence, the candidate Criminal Evidence, the candidate vill be required to develop and tead a course/s in community-based in-tervention strategies. The Depart-

Criminal Justice: The Department ment is heavily committed to comment is neavily committed to com-munity service and is developing programs to prepare students for leadership roles in community-based self-help organizations. Experiance related to assisting fami-lies in crisis, "atrisk" juveniles, crime victims, etc. would be helpfut. Send a letter of application, vita and the names, eddresses and telephone numbers of three reference to Dr. Robert J. McConmack, Chair, Search Committee, Department of Lawand Justice, Trenton State College, CN4700, Trenton, NJ 08850-4700. Applications will be accepted through May 15, 1982. To enrich education through diversity, TSC is an AA/EOE.

Education: Position beginning August 24, 1992. Terminal degree regulard. Three years teaching experience K-12. Responsibilities include teaching foundations courses (Mentally impolited K-12); some field supervision. Multiple fields background in special education preferred (M.1.; L.D.; B.D., etc.). Must be committed to unfortradustic teaching and research in liberal aris ratifug. Some opportunity to teach graduate courses. Send letter of interest, résumé, graduate transcripts, three currents references its; Dr. Wayse H. England, Provost, Salem-Telkyo University, Salem, West Virginia 20426. E.O.E.A.A. Review of applications will begin on April 15, 1992.

content references to Dr. Wayne B. Lassian for Naves I. Sale land. Proveat, Salem Telkyo Urdversity, Saleon, west Virginia 26-26. G.O. E.A. A. Review of amplications will begin on April 15, 1992.

Education: Chikhood Luaguaga Aris, Ansistan II Polescor, tours, prince of the processor, tours, prince of the provided in the processor. The content of the processor, tours, prince of the processor of the procesor of the processor of the processor of the processor of the proc

Salucation: Faculty position: Chatham College, an independent liberal arts college for women, is accepting applications for a tenure-track appointment at the rank of Assistant Professor in its Education Department, effective September, 1992. The Fh.D. or Ed.D. and previous teaching experience are required. The successful candidate will be expected to teach Foundations of Education and courses in one or more of the following areas; chief development as it relates to early childhood and elementary education; and the multi-media classroom. He or she will also be responsible for the aupervision of student teachers. In addition, the individual will be appreciated with the supervision of student teachers. In addition, the



### **HOWARD COMMUNITY** COLLEGE

### Division Chair, Communications

Huward Community College invites applications for a full-time faculty position which was also be a division rhair appointment in continuitications. Howard Community College is a comprehensive community college located in the Baltimure-Washington corridor in Columbia. Muydind The beautiful planned community of Columbia is centrally located between Baltimure and Washington, D.C. The outstanding facilities and support services are used by over 4,800 credit students, traditional and non-traditional, and the community. andy College invites applications for a full-time faculty position which will

depending an experience and effucation. The distribution is a twelve-month faculty appointment reporting to the vice president of instruction. The appointment is for a four-year period; at the end of the four years, a distribution chair is eligible to be cumulated for reappointment for an additional four year term; it not reappointed, a chair returns to a ten-month faculty position. Criteria include demonstrated excellence in teaching, evidence of excellent interpersonal and communication skills with students, faculty, and others, an understanding of community college mission and priorities, with emphasis on quality leaching; demonstrated ability to work with stacility, leadership ability; a master's degree with qualifications to teach in one or more disciplines within the division tile disciplines are Developmental English, English Composition, Introduction to Literature). omposition, introduction to Literature).

In order to be considered for the lateity/division chair appointment, the college must receive, in one complete packet, all of the following materials before the deadline of April 17, 1992: (1) a cover letter including the recruitment number (#337); (2) a resume; (3) until tal copies of transcripts; (4) a list of three references with names, addresses and telephone numbers.

HOWARD COMMUNITY COLLEGE Office of Personnel and Affirmative Action Little Pataxent Parkway Columbia, Maryland 21044

HCC is an Equal Employment Opportunity, Afternative Action Employe HCC is a smoke free environment

### SCHOOL OF BUSINESS

### ACCOUNTING, ECONOMICS, FINANCE, MANAGEMENT, MARKETING

Southern Connecticut State University School of Business Invites applications for tenure-track positions at the expected rank of Assistant Professor in Accounting, Economics, Finance, Management and Marketing. An appropriate earned doctorate is preferred. Applicants near completion of the doctorate will be considered. Research and publication and professional business experience are valuable. Salary is competitive. Hiring is subject to Board approval and funding. Send letter of interest including research and teaching interests, résumé, past university level teaching experience and three or more references to the appropriate Search Committee Chairperson listed below:

Mr. Richard Fahringer

Accounting
 Economics and Finance
 Management and Marketing

School of Business Southern Connecticut State University 501 Crescent Street

CLOSING DATE OF APPLICATION: April 15, 1992.



Wheaton College Graduate School invites applications for a tenure-track position in management and marketing for non-profit religious organizations. Ph.D. required, experience with Christian service agencies or institutions essential, leadership experience with overseas agencies desired. Areas of teaching will induce survey research, management theory and practice, leadership and organizational development, public relations and marketing. Destrable starting date is August, 1992; January 1993 is negotiable. Applications from women and minorities are strongly encouraged.

Send resums to Dr. Mark Explore Chete. Send resumes to Dr. Mark Fackler, Chair, Communications Department, Wheaton College, Wheaton, IL 60187.

### **MORGAN STATE UNIVERSITY** Department Chairperson-Accounting

Nominations and applications are invited for the position of Chairpenyon. Department of Accounting and Finance. The Department includes programs in accounting and finance. The chair provides academic and administrative leads ship in the department to eight full-time faculty serving 322 majors. The PhD. DBA is required in one of the departmental disciplines or a closely related are track position at Assistant/Associate rank. PhD with teaching experience preferred. The applicants must have a strong record of teaching and research. Fields of interest include Financial Accounting, Intens Auditmo, Management Information and Tax.

Management Position

A tenure-track position is currently available at the rank of Associate Professor of Management. Applicants must have a completed Ph.D. degree in Management or a Ph.D. in Business Administration with major concentration in Management. The applicants must have experience in teaching and research in organizational behavior, the ability to teach research management, personnel and business policy. The salary range is AACSB competitive depending upon qualifications.

Marketing Position

A tenure-track position is currently available at the rank of Associate Profesor of Marketing. The applicants must have a completed Ph.D. degree in Marketing or a Ph.D. degree in Business Administration with major concentration in Marketing. The applicants must have the experience in teaching and research in Consumer Behavior. Marketing Management and Marketing Strategy. The stay range is AACSB competitive depending upon qualifications.

Management Information Systems A tenure-track position is currently available at the rank of Associate Professor of Management Information Systems. The applicants must have a complete Ph.D. degree, a strong research and teaching record. The salary range is AKS8 competitive depending upon qualifications.

Apply with a resume and names and addresses of three references by April 30, 1992 to:

Dr. Otis A. Thomas, Dean School of Business and Management Morgan State University Baitimore, Maryland 21239

### University of Illinois College of Medicine at Urbana-Champaign

### Assistant/Associate Professor of Pathology

The Department of Pathology at the University of Illinois College of Medicine at Urbana-Champaign (UICOM-UC) invites applications for a academic pathologist at the Assistant/Assistant Professor level. Applicant should preferably be Board certified or Board eligible in anatomic salw clinical pathology. The successful applicant will be expected to develop a independent research program and participate in medical student pathology deducation. Opportunities are also available for service work at the affiliated hostificial.

The University of Illinois at Urbana-Champaign (UIUC) has excelled research facilities which include electron and confucal microscopy; geneal engineering; hybridoma and flow cytometry; molecular graphics, a Nadoal Center for Supercomputing Applications; and an NSF Science and Techaelogy Center for Magnetic Resonance Technology for Basic Biological Research. The Beckman Institute for Advanced Science and Technology emphasizes integrated research in the neural, cognitive and computational siences. The successful candidate will have the opportunity to obtain a point appointment in another discipline and graduate students would be available.

A deminiant feature of UICOM-IC is the Medical Scholars Programs A dominant feature of UICOM-UC is the Medical Scholars Programs which students study for an M.D. and another degree, normally the Ph.D. a one of forty different disciplines.

The location of Urbana-Champaign in east-central Illinois gives east a cess to Chicago and St. Louis. Applicants are requested to send a curriculum vitae, a summary of re-search interests, and three letters of reference to:

Patricia J. O'Morchoe, M.I)., Search Committee Chair College of Medicine at Urbana-Champaign University of Illinois 190 Medical Sciences Building, 506 South Mathews Avenue Urbana, Illinois 61801

Telephone (217) 333-4883 Starting date and salary are negatiable. In order to ensure full consideration, applications should be received by April 30, 1992.

The University of Illinois is an AA/EOE.

ed leadership in developing and providing training and technical satisfance; documented success in developing new business for an organization; excellent communication and interpersonal skills; ability to work collaboratively with others and meet deadlines; and ability and willingness to travel by air and other means. Salary range of \$42,772.\$36,162. Send a letter of application and resume to the Personnel Department, Northwest Regional Educational Laboratory, 101 S.W. Main Street, Suite 500, Portland, Oregon 97204, Application deadline is 100 p.m., May 14, 1992. Position is a wildle by land, 1, 1992. Position is experience. Application Professional Section 1, 1992.

tional administration or related near to school experience and/or higher education school experience and/or higher education between the second of the secon

### **BULLETIN BOARD:** Positions available



Full-Time Tenure Track

Green River Community College is located on a 160-acre wooded site near the dty of Auburn, WA, about 30 miles south of Seattle. We anticipate the following positions to be available starting in the Fall of 1992.

Mathematics (three positions)
 Computer Information Systems

Oromputer monitorial systems
 Physics
 Biology/Chemistry (one position)
 Anthropology/Ethnic Studies (one position)
 Forest Resources
 Special English Skills Instructor

Matter's degree in the field or related field is required with two years' college-level teaching experience preferred. Degree equivalent acceptable for the Computer information Systems and Forest Resources instructor positions. Salary is determined by the college salary schedule according to applicant's education, teaching and work experience. The salary range is \$28,407 to \$41,437 under the current contract, GRCC (for all full-time tenure track positions) is an agency shop.

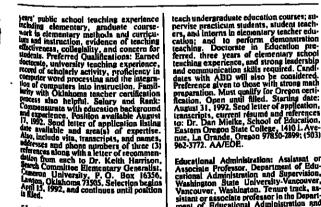
For the REQUIRED application package, call Green River Community College (200) 833-9111, extension 86; 12401 SE 320th St., Aubum, WA 980X2. (Please note: A separate application package must be completed and SUB-MITTED for each position.)

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

### **Special Education**

The College seeks to fill a full-time, tenure-track Assistant The College seeks to fill a full-time, tenure-track Assistant Professor of Special Education beginning in September of 1992. Duties will include teaching undergraduate and graduate courses in a program preparing teachers of moderate special needs learners and, in conjunction with the Academic Avising Center, assist campus students with fearning problems including advising, coordinating services, statifiaculty dealogment and advocacy activities. Additional responsibilities include supervision of student teachers, student advisement and participation in department and college committees. Doctorate in Special Education and relevant examples of the students with students with learning disabilities required. mittes. Declorate in Special Education and relevant expersecs with students with learning disabilities required. 
Two years' teaching experience required. Public school teaching and advising, supervision, knowledge of collaborative evidence of potential for scholarly activity are present. Salary is dependent upon qualifications and experiexa Submit letter of intent, curriculum vita and the names, 
adjustes and telephone numbers of three professional 
relevance to Dr. Tracy Baldrate, the Office of Human Retouces, Bridgewater State College, Bridgewater, MA 02325.
The College actively solicits applications from qualified vomes, minorities and individuals with disabilities.





**FULL-TIME FACULTY** Hotel/Hospitality

Management OAKTON Community College, a public institution located in a nurth-west suburb of Chicago, is accepting applications for a full-time, tenuro track, instructor/Assistant Professor to teach a variety of courses in Ho-tel and Resteurant, and Food and Beverage Management. Qualified ap-plicants will have a Bachelor's degree in a business or hotel/nospitality related discipline and three years' experience in the hospitality indus-try. A Master's degree and previous college teaching experience are desired.

**FACULTY POSITIONS** 

East Arkansas Community College anticipates openings beginning August 10, 1992, for the following instructional positions. All positions are subject to budgetary approval.

BIOLOGY INSTRUCTOR: Master's degree in biology with educational preparation to teach a variety of biological science courses including laboratories. Teaching experience in microbiology desired.

ENGLISH INSTRUCTORS (2): Master's degree in English. Experience with computer assisted instruction desired for one position.

MATHEMATICS INSTRUCTOR: Master's degree in mathematics. Experience with developmental mathematics desired.

NURSING INSTRUCTOR: For classroom and clinical leaching in child health or medical surgical. Must have or be eligible for Arkansas licensure. Current clinical experience with MSN preferred.

Each position requires a strong commitment to effective teaching and the philosophy of the community college, and the ability to work with a wide range of students. Teaching experience at the community college level is desired. Duties include teaching a 15-hour course load each semester (including day and evening classes), student advising, service on college committees, and office hours. Soriary is based upon faculty salary scale. To allow for community involvement, EACC desires employees who will reside in the College District.

Review of applications will begin April 27, 1992, and continue until positions are filled. To insure consideration for a position a letter of application, résumé, and coptes of transcripts must be received by April 24, 1992. The materials should be sent to: East Arkansos Community College, Personnel Office, Forrest City, AR 7233-5598. An EACC application form will be mailed to each applicant upon receipt of the résumé. EACC is an AA-EO EMPLOYER.

التعاوير فروا فالمراوا فالمترا والمساوي الرام والمناه الأمال والمساوية والمتعاوم الأمال

For an application, write:

Director of Personnel Services OAKTON Community College 1800 E. Golf Road Des Plaines, IL 80016

Completed Oakton applications and all credontials must be postmarked on or before April 21, 1892.

Equal Opportunity Employer

Dixie College

2 tuil time, tenure track positions available Sept. 1992 ASSISTANT PROFESSOR OF CHEMISTRY "Teach beginning and intermediate level inorganic, Organic and Biochemistry \*Chief interest and experies must be in teaching, not research \*Ph D. in Chamistry preferred

MATH INSTRUCTOR \*Teach Basic Math and Beginning Algebra in Developmental program \*Experise in Adult Learning, LD, competency-based education \*Mastera degree preferred

\*Deadlins for meaner, letter of application, and three letters of recommendation by April 10, 1992 in: DIXIE COLLEGE, Personnel Services 225 South 700 East - St. George, UT 84770

For more information cell (001)073-4811 (ed. 300)
Their College in a servine Community College with an enrollment of approximately 2,000 students.

signes ading with a teter of recommendation of these 13 magnetic properties of the commendation of the com Educational Leadership, with an appointment to be effective August 8, 1992, contingent upon budget allocation. This position will be assigned to the Ft. Walton Beach Center campus. Applicants must demonstrate exceptional scholarship and present when the property of West Florida is an Affirmative Action.

COLLEGE

### SOUTHEASTERN LOUISIANA UNIVERSITY

Hammond, LA 70402

The College of Aris and Sciences is seeking applicants for the following positions available for the 1992-95 academic year.

Assistant Professor Chemistry: Applicant must hold 10.5, in chemistry. Ph.D. in biochemistry from an accredited university. Duries include teaching undergraduate courses in chemistry, undergraduate/graduate courses in biochemistry, develop active research program involving both chemistry and budges matters.

biology majors.

Assistant Professor of Chemistry: Applicant must hold Ph D, from an accredited university in chemistry (analytical and/or chemistry education). Duties include teaching undergraduate courses in chemistry, develop active research program involving undergraduate chemistry majors in area of ex-

research program involving undergraduate chemistry majors in area of expective.

All applicants must have demonstrated excellence in teaching and ability to conduct independent research. Duries will include establishing a record of scholarly publications and participation in department, collegic and university service. Salary is commensurate with creclentials and experience. Send letter of application, vita, OFFICIAL undergraduate and graduate transcripts, three letters of recommendation and statement of research interests to Dr. Norm Higginbotham, Head, Dept. of Chemistry & Physics, P. O. Box 878, S.L.U., Hammond, LA 70402, by May 15, 1992.

Assistant/Associate Professor of Music: Ductorate preferred, master's required. University teaching and professional performance required. International study and/or performance preferred. Baritone/bass or renor preferred. Possible teaching assignments might include dection, vocal pedagogy, applied voice and related ourses in vocal arts. Candidate should be willing to demonstrate interest in and knowledge of the arisine culture of southern Louisiana. Salary is commensurate with credentials and experience. Send letter of application, vita, OFFICIAL transcripts, references, and disposable supporting materials (cassette tapes, program copies) to Ms. Scharmal Schrock, Chairperson, Vocal Search Committee. Department of Music. P. O. Box 815, S.L.U., Hammond, LA 70402. Selection will hepin on April 15, 1992 and will remain active notification is filled.

P. O. Box 815, S.L.U., Hammond, LA 70402. Selection will begin on April 15, 1992 and will remain active until position is filled.

Instructor/Visiting Assistant Professor of Foreign Languages (Spanish): Ph.D. for Visiting Assi. Prof. (if ABD, musi complete all requirements for Ph.D. by time of appointment or within two semesters), matter's degree for Instructor. Concentration in Linguistics/Pedagogy preferred, but others possible. Experience, dedication to UG teaching very important, ability to teach French and/or CALI destrable. Twelve to 15 hours/semester, mainly beginning/intermediate language. Salary is commentate with credential and experience. Send letter of application, vira, OFFICIAL undergraduate and graduate transcripts, three letters of recommendation to Dr. James Gaines, Head, Dept. of Poreign Languages, P. O. Box 719, S.L.U., Hammond, LA 70402, by May 15, 1992.

Southeastern Louisians University is an affirmative action, equal opportunity employer and is actively seeking a diversified staff.

### **Educational Administration NORTH DAKOTA** STATE UNIVERSITY

Assistant Professor (other ranks considered), EDUCATIONAL ADMINISTRATION, 12-month tenure-track position. Responsibilities include teaching courses in Educational Administration, opportunity of teaching undergraduate courses in Teacher Education (Home Economics Education preferred), providing professional service to school districts and professional education organizations, and conducting research and maintaining a publication record. Doctorate in Educational Administration, school teaching and administrative experience at K-12 level, and excellent communication skills are required qualifications. Experience in elementary principalship or central administration; master's degree in Home Economics Education or curriculum and instruction; leadership in professional organizations and professional development; ability to contribute to cultural, racial, and/or gender diversity of program faculty; and experience in university/college teaching are preferred qualifications.

Send letter of application, vita, and three letters of reference by April 15, 1992, to Dr. William Woods, Search Committee Chair, 321 Minard Hall, North Dakota State University, Fargo, ND 58105.

NDSU is an Equal Opportunity Institution

Education / Licensure: 10-month positive teaching seven semester hours in special education and/or educational psychology plus serving as licensure officer. Requisements: Doctorate in special education or related field. Teaching experience in special education, preferably in MD or LD. Good detail skills, Willingness to engage in scholarly activity and collaborate with local schools. Commitment to multicultural and critical perspectives. Participation in a consortium of three independent tiberal arts college—the University of Dubuque, Carke College, and Lores College—tocaled in Dubuque, three and in half hours west of Chicago atop the picturesque bluris along the upper Missispip River. Minotities and women are escouraged to apply. Position open unit flied, Starting late: Aurgust 15, 1992. Sent insperints to Frank van Asis, Dean of the College, Lulversity of Dubuque, 2000 University Avenme, Dubuque, lowa 52001-5099. A/ECE.

ate. Desired background in primary grade teaching and curriculum development. Candidotes should have knowledge of child development, teaching-learning processes and ecology of school and home, with the capacity for scholurship and leadership in program development and school collaboration. Responsibilities include teaching graduate courses, advising for student the sign role ets, panicipating in action research projects and in the Institute for Action Research and Professional Development, and publishing in professional Journals. The position is within the Department of Human Development and Child Studies, which offers programs in early childhood, special education, and foundations of education. A program priority of the School is collaboration with a high the school districts and intermediate education service, and research agencies. Under a grant from The Keltogs foundation to the School has developed collaborative projects in early childhood education with school districts and intermediate education agencies, and with the Midelete of Reluction New Zea-



English-as-a-Second-Language Instructo Deadline for applications: April 24, 1992

History Instructor Deadline for applications: May 1, 1992

Vice President of Student Development Services
Deadline for applications: April 16, 1992

Advanced Medical-Surgical and Pediatric Nursing Instructor Deadline for applications: April 24, 1992

The filling of these positions is contingent on available funding

Located in Orange County. 40 miles southwest of Los Angeles, Cyptes College is part of the North Orange County Community College District Serving 18 cities in 16 school districts. In addition to the two colleges, the NOCCCD includes a large Adult Education Division and a successful Community Services program. The District serves approximately 69,000 sq. dents in its combined college and adult education programs.

The NOCCOD offers a generous benefits package, which includes health insurance and competitive salaries. We are committed to Affirmative kt. tion and enthusiastically encourage applications from qualified women minorities, and disabled individuals.

If joining our faculty interests you, please call or write for an application form, which must be returned by the deadline dates:

North Orange County Community College District Office of Human Relations 1000 North Lemon Street Fullerton, CA 92632-1318 Phone: (714) 871-4030; FAX: (714) 738-7853

TACOMA

Tacoma Community College is a comprehensive community college located in the Pacific Northwest serving 3,200 FTE. The college is known for its quality educational programs; skilled, dedicated faculty and dost ties to the community. The college is committed to increasing the diversity of its faculty and staff and encourages applications from qualified individuals with substantive multicultural experience or expetits.

MANAGEMENT/GENERAL BUSINESS INSTRUCTOR (4/27/92)

The Management/General Business Instructor is responsible to text business and management related courses and to support the ongoing programs of Tacoma Community College.

QUALIFICATIONS: MBA or Master's in management or related feld.
demonstrated ability to teach successfully and extensive experience is
public/private sector employment related to teaching assignment.

PARAMEDIC INSTRUCTOR (5/15/92)

The Paramedic Instructor position in the Emergency Medical Service Department involves teaching paramedic students in the classroom, interesting and field settings.

QUALIFICATIONS: Nationally registerest parametic with a minimum of five years' experience and basic EMT teaching experience.

SALARIES: Placement on the faculty salary schedule will be commentariate with education and experience.

Additional information and experience.

Additional information and application materials may be obtained from Human Resources, Tacoma Community College, 5900 S. 12th St., Tacoma, WA 98465; (206) 566-5014. In order to be guaranteed consideration applications must be received in the Human Resource Office by 4:30 p.m. on the dates shown above. Minority candidates are encouraged to apply. AA/EOE.

SPOKANE COMMUNITY COLLEGE

is accepting applications for a tenure-track INSTRUCTOR IN

**ADMINISTRATION OF JUSTICE** 

To teach assigned courses in the Law Enforcement Program area including teaching a wide variety of law enforcement subjects, both technical and applied. May also be required to instruct physical excation classes, provide individual counseling when necessary and so as club advisor from time to time.

For further information, including minimum qualifications, duties, responsibilities, and application procedures, contact Community Calleges of Spokane, Human Resources Office, 2000 North Greene Street, Spokane, WA 99207. Phone: 509-533-7429. Revised closing date: April 24, 1992. AA/EOE.

PARAMEDIC INSTRUCTOR (5/15/92)

COMMUNITY COLLEGE

### Teachers College, Columbia University

**DEPARTMENT OF LANGUAGES, LITERATURE** AND SOCIAL STUDIES IN EDUCATION PROGRAM IN ENGLISH EDUCATION

### Assistant Professor, Two Year Appointment Renewable & Tenurable

The Department is seeking a faculty member to help shape and lead the program in English Education. The program's focus is on teaching English in urban schools, particularly incorporating theories of reader response and writing process into classroom practices. Successful candidates will share the College's commitment to multicultural literacy, to collaborative research with teachers, and to envisioning new forms of pre-service and in-service teacher education. Qualifications: Doctorate in English Education or closely related field (reading, writing, curriculum development in the English classroom), demonstrated promise as researcher and writer, significant teaching and research experience in secondary schools, preferably in urban settings, experience in self development. Other areas of interest might include adolescent literature, adolescent development and the middle school curriculum, reading and writing portfollos, methods of pre-service education or the interconnectedness of the language arts. Responsibilities: Teach graduate courses that prepare pre-service and in-service students developers and language arts administrators. Teach and adviso doctoral students. Work with them to lead student teaching component of pre-service program. Review of applications will begin immediately and will continue until search is successfully completed. CV, two page fetter outlining your vision for the field of English Education and the contributions you will bring to it, names and phone numbers of three references to: Prof. Lucy McCormick Calkins, English Education Soarch, Box 77S, Teachers College, Columbia University, New York, NY 10027.

Teacher's College as an institution has long been committed to a policy of equal opportunity in employment. In offering higher education in the discipline areas of education, psychology, and health services, the College is committed to providing expanding amployment opportunities to minorities, in its own activities and in society. Candidates whose qualifications and experience are directly relevant to complementary College priorities (e.g., urban and minority concerns) may be considered for a higher rank than advertised.



**Teachers College** Columbia University 525 West 120th Street New York, New York 10027

AA/EO Employer

### Lakewood COMMUNITY COLLEGE

3401 Century Avenue White Bear Lake, MN 55110

### Faculty Positions, 1992-93 Academic Year COMPUTER SCIENCE

Full-time, unlimited faculty positions in English, Mathematics and A.D. Nursing. Sabbati-cal replacements flemporary full-time faculty positions) in Nursing, English, and Comput-er Science/Oata Processing Technology. Teaching responsibilities include a full range of courses in these fields.

Master's Degree in the Assigned Field required. Successful leaching ea alkewood Community College belongs to the Minnesota Community College System and serves the Northeast metro area of the Twin Cities with an onrollment of 6,000 students. Submit letter of application, résumé, graduate transcripts (copies acceptable) and three current rolerences no later than April 30, 1992, to Patricia Hanson, Administrative Assistant, Academic Allain Office; phone (612) 779-3361; FAX (612) 779-3417.

An Equal Opportunity, Affirmative Action Employer.
Women, minorities and disabled people are strongly encouraged to apply.

### ENGLISH

Bridgewater State Cobeys seeks to fill a full-time, tenure-track Assistant Professor of English with Specialization in Composition beginning in September of 1932, Duties will include teaching beginning and advanced writing courses, assisting in the College Writing Contex, and participating in the English education program. PRO in Composition required with emphasis on one or more of the following: writing and theforical theory, interest in composition theory and practice for the secondary teacher, interest in writing across the curriculum. No years of teaching experience required. Salary is dependent upon qualifications and propriance. Salary is dependent upon qualifications and propriance and propriance and participations. Salary is dependent upon qualifications and propriance and participations.



Elementary Education: Troy State University at Dothen seeks applications at the evaluation requires earned doctorate in elementary ducation. Requires earned doctorate in elementary education. Salary negotiable. Position begins Sopicaiber 1, 1992. By May 29, 1992, aubmit [ctier of application, résund, and names, addresse, and phone numbers of three references to: Mark McCuislan, Persoanel Officer, Troy State University at Dothan, P. O. Box 8368. Dothan, Alabama 56304. Position will remain open until filled. An Albimative Action. Equal Opportunity Employer.

ing and committee work. Application dead-line: April 10, 1992. Send letter of aprilica-tion, vita and three letters of reference to; Search Committee, c/o Dr. Michael He-zon, English Department, Goozaga Univer-sity. Spokane, Washington 99238-0001. EOB/AA Employer.

and names, addresses, and phone numbers of three references to: Mark McCulsian, Personnel Officer, froy State University at Dothan, P. O. Box 8368, Dothan, Alabama 163B4. Possikon will remain open until filled. An Aftirmative Action. Equal Opportunity Employer.

English: Teaching position. Full-time, tenure-track (Fall, 1992). Ph.D. by August. 1992. Creative Writing Teaching load consists of introductory Writing and Literature courses; Croative Writing at all levels. Twelve sensester hour teaching load; advis-

### Faculty - Fall 1992

Taylor University, Upland, IN

ART. Three dimensional art, painting, education, other specialries EDUCATION. Two positions in reading, social studies, and/or initials school.
ENGLISH. Writing specialization.
HEALTH, PHYSICAL ED, & RECREATION. Women's volleyball/
softball coach; gymnastics, skills/inethods of team sporis; gen ed skills.

### Faculty - Fall 1992

### Taylor University at Fort Wayne

COMMUNICATION ARTS. Instructor of speech.
COMPUTER SCIENCE, MATH, and/or PHYSICAL SCIENCE. General education courses.

DIRECTOR OF CONTINUING EDUCATION,
DIRECTOR OF CORRESPONDENCE SCHOOL, Broad

responsibilities.

EDUCATION. Specialty in early childhood.

DIRECTOR OF LEARNING SUPPORT CENTER, Tutoring programs, study skills.
PSYCHOLOGY. General education courses.

All positions require a doctorate or near, statements of Christian faith and practice, and experience Write: Richard Stanislaw, Vice President for Academic Affairs, Taylor University, 500 W. Reade Avenue, Upland, IN 40397-1001. Taylor is America's oldest college in the strong evangelical Christian technique.

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### Faculty Positions at



EDUCATION
Instructor in Teacher Education. Must have three years' secondary public school experience, doctorate, and prepared to join aggressive NCATE-accredited program. ENGLISH/FRESHMAN COMPOSITION One year position teaching Composition.

LIBRARIAN
Cataloging/Reference position, MLS required.
NURSING/COMMUNITY HEALTH
Chairperson of Nursing Education with graduate program in Community Health Nursing, curriculum expertise. Graduate Community Health Nurse—3rd world experience useful. Nurse applicants must have doctorate and instructional experience.

PHYSICAL EDUCATION/ATHLETICS

Head Volleyball Coach plus Instruction.

Qualifications for physical education positions include master's degree, doctorate preferred. Areas of instruction for each of the above two positions must include two of: Physical Education methods; Klostelology-Physiology of Exercise; Recrention Management, Aquatics, track, or gymnastics belphil.

For all positions listed, rank and salary dependent on experience, current rank and degree; must be willing to sign an evangedical Wesleyan statement of faith. Send dossler to: Dr. Paul D. Collord, Vice President for Academic Affairs, INDIANA WESLEYAN UNIVERSITY, 4201 South Washington Street, Marion, IN 46953. AA/EOR,

### PHILLIPS EXETER ACADEMY

Corducational Boarding School, 9 through 12 TEACHER OPENINGS FOR 1992-1993 MATTIEMATICS BIOLOGY

PHYSICS/CHEMISTRY A POSSIBLE OPENING IN SPANISH (elementary through AP literature, ability also to teach German or French desirable.) Graduate degree and/or reaching experience at the secondary or college level required. ibution in other areas of boarding school life expected.

Send résumé with three references to: Andrew W. Hertig Dean of Paculty PHILLIPS EXETER ACADEMY Exeter, NH 03833 EOE/AA

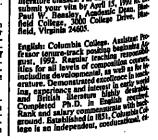
diversity programs highly desirable. Teach-ing experience required. Applications due April 25, 1992. Viac, three recommenda-tions, tragscript, writing sample to Breat discretive creative writing, and multicul-

April 25, 1992. When have recommendations, transcripts, writing sample to Bront Acotch, Chair, Enaish Department, Callornia Polyrechnia State University, Saul State University, Saul State University, Saul State University, Saul State University and an emberg of other underrepresented sroups. AA/REO.

English vasistate Professor. The Aris and Letters Department of Lets Superior State University seeks applications for full-time (scadenic year), tenure track faculty to leach composition courses, tenure track faculty to leach composition of Language and Literary Department of Lets Superior State University seeks applications for full-time (scadenic year), tenure track faculty to leach composition courses, to superior State University seeks applications for full-time (scadenic year), tenure track faculty to leach composition courses, components and superiors and

liais to Susan Guinn, Humanities, CPO
Box 6010, Stanley Avenue, Lander Collese, Greenwood, South Carolina 29649.
Deadline: May 15, AAFOR.
English: Tenured position in Anglo-Sazon
literature. We seek a distinguished scholar
with major publications in the field. Applifield, Virginia 24605. English: Tenured position in Analo-Saxon literature. We seek a distinguished scholar with major publications in the field. Applications by April 25, 1992 to Professor Particle Meyer Spacks, Chair, Department of English, University of Virginia, Charlottes ville, Virginia 25903. The University of Virginia is an Equal Opportunity, Affirmative Action Employer.

English: One year appointment in the Eng-lish Department at Bluefield College, a Baptist affiliated four year liberal arts col-lege located in southwastern Virginia. Mas-ter's degree required as well as dedication



### GLOUCESTER COUNTY COLLEGE CYPRESS COLLEGE Chairpersons (2): Cypress College is seeking instructors who represent the multi-cultural diversity of our students and community. Our reputation for academic excellence is dependent upon hiring professional staff who share our commitment to quality education and to providing a well-rounded experi-

Math/Science/Technology (12-month position) Business Studies (10-month position) Applications are currently being accepted for the following faculty

> Responsible for overall planning, management and evaluation of program. Directs and coordinates divisional ctivities including curriculum development and revision. selection and evaluation of faculty, budget preparation and counseling students. A Master's degree in an appropriate field

> **RULLETIN BOARD: Positions available**

GCC is a two-year institution located in South Jersey just 20 minutes from Philadelphia, PA and 40 minutes from Atlantic City.

Application materials may be received by writing to: Personnel Office, Cloucester County College, Deptford Township, Tanyard Road, RR #4, Box 203, Sewell P.O., NJ 08080. Completed applications should be received by April 10, 1992. The screening process will begin April 10 and continue until a candidate is identified for both positions. Equal Opportunity/Affirmative Action Employer

### LYNN UNIVERSITY BOCA RATON, FLORIDA

Lynn University has two faculty positions available at the Assistant or Associate Professor rank. One position is for the School of Hotel, Restaurant and Tourism Administration, and the other is for the School of Business in the area of Marketing or International Marketing. ponsibilities: Teach undergraduate and graduate courses, student ising, service to the University, industry and professional organiza-

Qualifications: An earned Doctorate from a regionally accredited school is required for both positions. A Doctorate in Hotel & Restaurant Management is preferred for the Hospitality position, but a Doctorate in a related field with a Master's in Holel & Restaurant will be considered. A Ph.D. in Marketing or International Marketing is preferred for the Business position. SACS faculty criteria of a minimum of 18 graduate hours in the tachine field are athered to ness position. SACS faculty criteria. the teaching field are adhered to.

Salary range: Compensation is dependent upon qualifications.



Application Information: Review of candidates will begin April 1, 1992 and continue until qualified applicants are chosen. All applicants for both positions should submit a resume, official college transcripts, and three letters of recommendation to:

Dr. Jennifer Braaten Vice Prealdent for Academic Affairs Lynn University 3601 North Military Trail Boca Ratun, Florida 33431

### **ECONOMICS DENISON UNIVERSITY**

Granville, Ohio

A one-year leaver-replacement position at the rank of assistant professor or instructor, beginning August 24, 1992. Successful candidates should have completed or be close to completion of the Ph.D. degree. Candidates should be able to teach effectively in Principles of Economics and at least one daymond area. While the department will consider any area of specialization, prevention of the Ph.D. degree. Candidates should be able to teach effectively in Principles of Economics and at least one daymond area. While the department will consider any area of specialization, prevention of the Ph.D. degree. Candidates with credentials in money after the provided of the A one-year leave-replacement position at the rank of assistant professor or instructor, beginning August 24, 1992. Successful candidates should have completed or be close to completion of the Ph.D. degree. Candidates should be able to teach effectively in Principles of Economics and at least one advanced area. While the department will consider any area of specialization, special consideration will be given to candidates with credentials in money/macro theory. Normal teaching load is three courses with two preparations per semester. Denison is an undergraduate liberal arts college with about 2000 students. The economics department has ten full-time faculty. Closing date for applications is April 1, 1992, but we will consider all applications tectived until the position is filled. Denison is an equal opportunity, affirmative action employer. Women and minorities are encouraged to apply. Send letter of application and supporting documents to Paul G. King, Chair, Department of Economics, Denison University, Granville, OH 43023.

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### ROBERT B. CULLUM DISTINGUISHED PROFESSORSHIP IN ACCOUNTING

### Edwin L. Cox School of Business SOUTHERN METHODIST UNIVERSITY

Nominations and applications are being sought for the Robert B. Cullum Distinguished Professorship in Accounting in the Edwin L. Cox School of Business, Southern Methodist University. We are acarching for individuals

- 1. have demonstrated significant scholarly accomplishment in the field of
- accounting.

  2. have a demonstrated record of leaching excellence.

  3. desire involvement in undergraduate and graduate programs.

  4. are willing to serve as a resource for faculty and students, and

  5. have demonstrated an ability and willingness to be actively involved in the business community through educational programs and/or re-

Southern Methodist University is located in Dallas, Texas, the nation's seventh largest city. The University has close educational and research relations with the business community.

Nominations or applications for this position should be received no later than April 25, 1992, and should be addressed to: Dr. Elbert B. Greynolds, Jr. Edwin L. Cox School of Business

Southern Methodist University Dallas, Texas 75275-0333 Southern Methodist University is an Equal Opportunity, Affirmative Action, Title IX Employer.

# CAROLINA UNIVERSITY

### CHAIR for Department of Parent/Child Nursing

**EAST CAROLINA UNIVERSITY** Greenville, NC

Applications and nominations are invited for the position of Chair of the Department of Parent/Child Nursing at East Catolina University School of Nursing. This NLN-accredited school is lucated in an academic health sciences center.

Qualified applicant must hold a master's degree in nursing and a doctorate in nursing or a related discipline; at least one graduate degree must be in the area of maternal-child nursing. Candidate must be eligible for licensure in North Carolina.

Demonstrated teaching excellence, significant scholarly resuarch and publications and leadership capabilities sufficient to merit an appointment as associate or full professor are required. Prior administrative experience is desirable. Salary is competitive and commensurate with professional background and experience. The Chair will be expected to provide leadership for administration of undergrad and grad programs in Parent/Child Nursing, for faculty recruitment, for curriculum planning and evaluation, and for faculty development.

Review of applications is ongoing and will continue until the position is filled. Send letter of application, vita and names of three references to: Dr. Judy Bernhardt, Chair, PCN Search Committee, School of Nursing, East Carolina University, Greenville, NC 27858-4353; Phone (919) 757-4323; fax (919) 757-4300. AA/EOE.

Executive Director/Natural Sciences: Executive Director. Ph.D. in the natural sciences for the Bahamian Field Station, a not-for-profit Bahamian corporation on the remote taland of San Salvador. Bahamas. Heal scimnistrator directly responsible to the Board of Directors. Responsibilities would laciade overall organization and management of the Field Station, declarings of programs, grantsmanship, coordinating of research, planning and management of supply and travel logistics, and supervision of Bahamian maintenance, housekeeping, cafeteria, and office staff. Send request for detailed information to The Bahamian Field Station, P. O. Box 2488, Port Charlotte, Florida 33349.

RÉO Employer. Womes and minorities are encouraged to apply.

Sacilities Planning/Construction Facilities Planning and Construction, Director. The University of Virginia is seeking a Director of Facilities Planning and Construction reporting to the Assistant Vice President for porting to the Assistant Vice President for Pacilities Management with responsibility for managing a staff of over sixty employers. The successful candidate must possess a thorough knowledge and extensive experience to facilities design and construction of bisher education, research and health services facilities. Must be a resistered architect or conjoner in the Commonwealth of Virginia, or be capable of resistered architect or conjoner in the Commonwealth of Virginia, or be capable of resistered architect or conjoner in the Commonwealth of Virginia, or be capable of resistered architect or conjoner in the Commonwealth of Virginia, or be capable of resistered architect and qualifications. To Apply: send letter of application, a réaund, and the commonwealth of Virginia, or be capable of resistrations within aix months of employment. Faculty salary will be excepted until Application to Pacilities des Directors and Construction reporting to the Assistant Vice President for Management victors and construction reporting to the Assistant Vice President for Virginia and Construction reporting to the victors and construction reporting to the victors and construction reporting to the victors and construction reporting to the president for the president

Virginia, 575 Alderman Road, Charlottos-ville, Virginia 22903, Applications will be reviewed paginaling April 17. The Universi-ty of Virginia is an Equal Opportunity, Af-firmative Action Employer.

Family Studies: Full time, tenure track position involves teaching, advising, research,
and university service. Requires expertise
in the interdisciplinary study of the family.

Earned doctorate in family studies or closely related area; competence in relevant sublect matter as evidenced by course work,
membership in professional organizations,
refered publications and presentations, as
well as evidence of a theoretical and research background. Submit letter of application indicating area of interest and specialization, resumd, official transcripts, evdence of teaching offectiveness, and three
lesters of recommendation to: Family Studless Search Counsitiee, Department of
tions Economics, Wi 205 Central Michian University, Mr. Pleasant, Michigan
4859, Screenings begins April 31, 1992 and
will continue until the position is filed.
CMU (AAPEO institution) oncourages diversity, and resolves to provide equal opportunity regardless of race, see, handicus,
sexual orientation, or other irrelevant criteria. Family Studies: Full time, tenure track posi-



### EAST STROUDSBURG UNIVERSITY

### **Announces Employment Vacancles**

### PHILOSOPHY & RELIGIOUS STUDIES

The Department of Philosophy & Religious Studies at East Stroudsburg University is accepting applications for a full-time continuing position of Assistant Professor for Fall Semester 1992. Candidate must have an earned doctorate in Philosophy (or ABD). Area of specialization required. Kant and Hegelianism. 19th-20th century European Salary. 529,905. Applications are to be sent by April 30, 1992 to the Search Committee Chairperson: Dr. George Thompson, Jr., Philosophy Department.

### **WOMEN'S CENTER/WOMEN'S STUDIES**

Applications are invited for the posloon of Director of the Women's Center and Women's Studies Program. This position is a tenure track poslition at the Assistant/Associate Professor level; rank dependent upon academic redentials and prior experience. An earned doctorate with substantive focus in women's studies and/or feminist theory preferred. An ABD will be considered. The candidate must be able to demonstrate an involvement in organizations which serve the needs and concerns of women. Additionally, the candidate must show demonstrated success in the development, implementation and administration of women's programs. Strong verbal, written and interpressonal skills are essential. The position responsibilities include administrang the daily operation of the university's Women's Center; coordinating the Women's Studies concentration among the various academic departments, and representing the university in the state and community on issues related to women's culture. The term of employment is nine months, with a minimum of six weeks' summer employment. Salary is \$29,905-146, 393, which is dependent upon starting rank, academic credentials and previous experience. Send letter of application and résumé by April 25, 1992 to the Search Committee Chairperson: Anne E. Berkman, Commission for Women.

All Search Committee Chairpersons are located at: East Stroudsburg University East Stroudsburg, PA 18301

ESU is an AA/EEO employer M/F/H/V. A Pennsylvania State System of Higher Education University

\*



### **College of Arts and Sciences**

Clinical Assistant Professor, Athletic Training Curriculum. Non-tenure track. Three year appointment with potential for multiple renewals.

Out-inflications: Majter's degree and N.A.T.A. certification required. Two years' experioponimment with potential for multiple renovals.

Qualifications: Majter's degree and N.A.T.A. certification required. Two years' experisupervising undergraduate official relations at the property of the proper

The University of Tulsa, an Equal Opportunity. Affirmative Action Employer, is committee to diversifying its faculty and staff, Members of the uniforcepresented groups (people o color, people with disabilities, women, veterans, etc.) are strongly encouraged to apply

language per semester. Strong commitment to undergraduate education and student service. Applications accepted until the position is filled. AA/EO employer. Women and minorities encouraged to apply. Send letter and résumé to Dr. Daniel A. MacLeay, Chair, Depurtment of Foreign Languages, Southeast Missouri State University. Cape Chrardeau, Missouri 6379:4799.

french: Visitins assistant professor, start fail 1992, Fh.D., possibility of tenure track position in 1993-94 following a automal search. Specialization open but 19th or 20th cenury preferred. Native or near native frames. These of special professor dates

St. Petersburg, Florida 33733, EOE.
French: Ball State University, Muncie, indiana. Assistant Professor of Preach for a one-year, full-time temporary position beginning Fall Somester, 1992. Possible renewal. Teaching load is four classes a semester. Minimum qualifications. ABD in French, some teaching experience at college or high school level. Preferred qualifications: Ph.D. in Freach, generalist, evidence of successful teaching, evidence of realists of inquivily teaching and withingness to participate in departmental activities. Direct betters of inquivily, curriculum vitae, and current lellers of recommendation to Atele Kins. Chairperson, Department of Modern Languages and Classics, Muncie, Indiana 47306, Review begins immediately and will continue until position in filled. Bell State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

regulation and provide data on transcrip-cional control of TCR genes, Ph.D. in Blo-chemistry and one year of experience re-quired. Position requires a demonstrated record of independent research in the areas of mulecular foliony, immunology, eDNA and genomic DNA choing, library con-struction, screening and sequencing; gene amplification by PCR, gene expression and transfaction in echniques including DNesel footprint, CAT assay and gel mobility ex-periments, 35 hour week, \$35,000 per an-num. Sand letter or resumé in dupphate to SAII#312, Room 510. One Main Street, Brooklyn, New York 11201.

Geokeys, New York 11701.

Geokeys Hydrogeotosist. One-year fixed-term asubatical-replacement position at the rank of instructor. Duties include: teaching courses in introductory (physical) geology, meteorology, environmental geology, bydogeology and manous geochemistry; advising and other department and college activities. Preference will be given to candidates completing the Ph.D. degree. Send letter of application and resume to: Fixed-Term Geology Search. Affirmative Action Offlice. Whomas Sirie University, P.O. Box 3858, Whomas Minuscoms 5958-5838; (597) 457-5008. Screening begins April 13. 1992. WSU is an Affirmative Action, Title IX, Equal Oppostunity University.



### DOCTORAL AND CLINICAL FACULTY POSITIONS

Columbia University School of Nursing seeks doctoral faculty on tenute track lines beginning academic year 1992-93. Clinical research focus preferred. Rank commensurate with scholarly productivity.

Clinical faculty positions also available beginning academic year 1992-93 in primary care, critical care, obstetrics, and pediatrics. Master's degree and certification as a clinical specialist/ nurse practitioner required. Rank commensurate with scholarly productivity.

Columbia nursing school offers an accelerated entry to practice program for college graduates, advanced practice programs in ten clinical specialties, and is developing a D.N.Sc. Program in Clinical Research/ Health Policy. Collaborative teaching, research, and practice are options for nursing faculty with the Columbia School of Public Flealth and the College of Physicians and Surgeons, Send letter of interest and c.v. to:

Mary O. Mundinger, R.N., Dr.P.H., F.A.A.N. Dean and Professor Columbia University School of Nursing

630 West 168th Street

New York, NY 10032

### **Full - Time Faculty Position Available**

The quality of an applicant's professional work will be given substantial weight as will cholarly achievement. Previous university teaching is an asset, since the appointee will be required to reach both graduate seminan and undergraduate fectures. The appointed is expected to continue to publish, either as a fournalism or as a scholarly researcher in this area. The faculty member would also be expected to particulate in student advising, faculty governance and other responsibilities of the School, the University and the pournalism profession.

The appointer will be required to oversee and develop the joint master's program to urnakins and Asian Studies. The appointee will be expected to plan and administer search programs and conferences on international journalism.

Applications should be mailed before April 30, 1992. Appointment will take effect july 1, 1992 or soon thereafter. Apply with resume, including the names of at least three references, to:

Tom Galdstein Dean, Graduate School of Journalism 121 North Gate Hall

The University of California is an Equal Opportunity, Altimative Aution Employer.

### **ANTICIPATED FACULTY POSITIONS** McHENRY COUNTY COLLEGE

MCC, a two-year community college in northern Illinois, is searching for individuals to fill the following anticipated 9 month tenure track Faculty positions and teach lower division courses in the following disciplines: Master's in Psychology required.

Master's In Math, Math Education or Science with 15 graduate hours in Math or Master's with coursework equivalent to one of the above degrees.

A record of successful teaching experience at the community college level preferred for all positions. Employment date August 21, 1992. Submit lever of applic ation, resume, transcripts and names, audresses and phone numbers

Nancy Loomis, Personnel Director McHenry County College 8900 U.S. Highway 14 Crystal Lake, IL 60012-2761 Application deadline April 17, 1992 EOE M/F

trains forminated to the contract of the contr n's degree or equivalent experi-dester's optional. Requires famillarity with community college philosophy plus proven experience with stants and contracts administration and preparation. Must have understanding of relevant federal regulations, technical writing skills, contract regulation and report generation. Open until Billed; selection process to begin April 1, 1992, Send inquiries to; Human Resources, Casper College, 125 College Drive, Casper, Wyoming 82601. EIZO/AAB.

Health Behavior: Assistant/Associate Pro-fessor of Health Behavior. Tonure track/ lenure eligible, nine-month appointment. Teach undergraduate and graduate courses in health behavior. Conduct research and supervise graduate sludents in research projects. Reaconable tenching load com-mensurate with research expectations. Doctorale and experience in health related field required. Background in social sci-ence theories and their application to health preferred, Strong record of university func-tions including teaching, research, grant activity, and publications required. Dom-onstrated abilly to work across disciplines. Starting date: 21 August 1992. Send a letter of application. viza, and games and tele-phage numbers of times referres to Profes-sor D. Stone, Chair of Health Behavior

Health Education/Curriculum: Director of Educational Development, Florida, Post-

### CLEARWATER COMMUNITY COLLEGE REGION

(with colleges located in Brainerd, Fergus Falls, and Thiet River Falls, MN) has the following openings:

Brainerd Community College: Full-Time Unlimited: Earth Science, Sociology and Mathematics; full-time temporary positions for one year in Counseling and Business Administration/Accounting. Contact Carol Blowers, Personnel; 501 West College Drive; Brainerd, Minnesota 56401: 218/828-2643.

Fergus Falls Community College: Full-Time Unlimited faculty positions in English and Business. Contact Joanne Houge, Personnel; 1414 College Way. Fergus Falls, Minnesota 56537; 218/739-7502. Northland Community College: A.D. Nursing Director. Contact Becky Hollthusen, Personnel; Hwy. I East: Thief River Falls, Minnesota 56701;

Letter of application, official college and graduate school transcripts, and current résumé are required. Candidates may support their application with additional materials if desired. Nominations and applications will be accepted until the position is filled. Since the search committee will begin reviewing applicants' materials in mid-April. 1992, submissions are especially encouraged prior to that time. AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

### Genius-Level Physics, Chemistry, or Biology Instructors Are you a recent wience master's or Ph.D. graduate with strong teaching or T.A.

experience in undergraduate sciences coursework Have you incredible teaching ability and superlative interest in your specialty?

If so, you may be interested in Hyperlearning. We are an educational services company adjacent to the compases of U.C. San Diego, U.C. Irvine, and U.C. Los Angeles. A private, for profit alternative to conventional career opportunities in education, we offer: A position of key responsibility with management potential in an expanding educafinnal services company located near major universities.

- The opportunity to work with a team of equally talented and dedicated educators
- commuted to full-time curricular improvement, including C.A.I./multimedia. Freedom to teach and continually modify your courses in the manner that you see fit. The satisfaction of teaching U.C.-coliber students with minimal grading duties i
- personalized classes of 24 students or less A starting salary (35-42K/annum, plus performance bonuses) that nomediately rewards your outstanding teaching abilities. You can be earning a base salary of close to 50K/yr within two years of employment in our organization

We believe no other cancer educational opportunity today has the potential to provide as much satisfaction and reward to the truly gifted sciences instructor. If qualified, please call us at 1-800-843-4973, 10am-10pm, P.S.T. for further details.





### Professorship of Economics

Applications are invited for the Professorship of Economics in the Department of Economics. The appointment will be made from 1 October 1992 or as soon as possible thereafter.

Candidates should have an established reputation in Economics and a atrong commitment to research leadership. Applications will be welcome from economists specialising in any core area of the subject. Further Information may be obtained from the Registrar, Room 212, Whiteknights House, P. O. Box 217, The University, Whiteknights, Reading RO6 2AH (Telephone: 0734-318045). Information enquiries may be made to Professor Casson on Tel. No. 0734 318227.

The closing date for applications is Monday 13, April 1992,

a social or behavioral science required. Record of accompilishment in health care research, especially long-term care or aging. Experience with the samt application process. Send curriculum vine and the names and addresses of three references to R. Paul Duncan, Ph.D., Chair, Search Committee, Department of Health Services Administration, P. O. Box 160195. Health Science Center, University of Florida, Qalnes, ville, Florida 32610. Application closing date is April 15, 1992. The University of Florida is an Equal Opportunity, Affirmative Action Employer. The search is being conducted in accordance with Florida statutory requirement that all search materials be made available for public inspection.

Health Services Administration Ithaca College, School of Health Sciences and Human Performance, Department of Health Sorvices Administration, instructor/Assign and Professor. The School of Health Sciences and Health Sciences and Health Screening begins April 15. AA/EOP.

Health Educational Development. Picrical. Position focuses on creating certificate and continuing education programs for physicians in medical management. Berkeround in healthcare (clinical or administrative) conficulum design required. Experience with non-traditional graduate level programs and computers sixisted learning desired. Contact: Christine R. Boes, 14755 Preston Road, Suite 200, Dallar, Trans 752-40, Telephone (214) 386-5070; fax (214) 386-7442.

Health Policy Information Analysi. Stories and Communication analysis of the analysis of the analysis of the suite stories of the program in Health and Itospital desired first in any exist. Communication at the consideration of the suite properties for analysis with a non-traditional program in Health and Itospital Agencia (194) 386-5070; fax (214) 386-5070; fax (214) 386-5070; fax (214) 386-7442.

History: History: History Teacher for September, full-time position as instructory and interest studies help that the position is a interest part of the consideration and the studies are clisted to apply for a tenue injustion program in Health and Itospital desired for this non-verter and little world History. Propilics and Western Societies will be considered. Object interest of the consideration of the studies are necessary and the studies are received by April 3, 1992 with a community of the consideration and experiences of the consideration and experience of the consideration and experience of the consideration and the consideration and experience of the consideration and experience of the consideration and the consideration and experience of the consideration and the consideration and experience of the consideration and experience of the consideration and experience of the consideration and the consideration and the consideration and experience of the consideration and the consideration and experience of the consideration and the consideration and ex

dergraduate education essential. Preference for candidates with a Ph.D., demonstrated teaching excellence at the college level, and additional experiise in non-western history. Send curriculum vine. transcripts and three fediers of recommendation by April 24, 1992, to Dr. Robert B. Castleberry, Chair, Division of Humanities, Social Sciences and Education. University of Iowa is an Affirmative Action, Equal Opportunity Employer.

History, University of Iowa, 1992, 1

isqual Opportuality Employer.

History/Chinese Studies: The University of lows invites applications for a one-year replacement position in the history of China for 1992-93. Teaching duties will be in the Pall semester: It the China fectures and one discussion section in an Inroductory "Civilizations of Asia" on modern China and Japan, and 21 an upper-fevel lecture course on pre-modern Chinese history; and in the Spring: I) China lectures and a discussion in "Civilizations of Asia" on pre-modern China and india, 21 a graduate readinas course, and 3) participation in a jointly taught, once a week "Asian News Colloquium." Ph.D. and evidence of successful leaching experience are desirable; a slight preference will be given pre-modernits. Salary will be competitive. Screening will begin April 15. Send application dossier to

### **NURSING FACULTY**

Two full-time faculty positions in BSN program, one in Community Health available August 1992, one in Medical-Surgical available January 1993. MSN required; doctorate preferred. Two years clinical nursing experience and eligibility for licensure in IL required. Baccalaureate teaching experience preferred. Ten month appointment. Salary/rank commensurate with education and experience.

Saint Francis Medical Center College of Nursing is a small specialized college located on the campus of a large medical center in north central illinois. Send letter of application and vita to: Patricia Stockert, Chair, Faculty Selection Committee, 211 Greenleaf Street, Peoria, Illinois 61 603. An equal opportunity/affirmative action employer.

Saint Francis Medical Center College of Nursing

### **WESTERN WASHINGTON UNIVERSITY** Woodring College of Education

### DEPARTMENT OF EDUCATIONAL CURRICULUM & INSTRUCTION

Special Education: Visiting faculty position beginning September, 1992 the year, possibly renewable for a second year, non tenure track replacement for a faculty member on assignment. This is a nine month teaching position with the possibility of summer employment. Teaching load will be three courses per quarter, some of which will be master's level. Depending on the successful applicant's expertise, the teaching assignment may include courses on Behavior Management, Curriculum Development, Communication Skills for Special Educators, Students at Risk, Evaluation and Delivery of Instruction, or other core special education content. Ph.D. preferred. To apply, send letter of application, vita, transcripts, and three current lettend

Dr. Kenneth Howell, Chair, Search Committee Educational Curriculum and Instruction Woodring College of Education Western Washington University Bellingham, WA 98225-9090

Screening will begin April 8, 1992. Western Washington University is committed to enhancing the diversity of a faculty; milnorities and persons with a disability are particularly encouraged a apply. Western is an Affirmative Action, Equal Opportunity Employer.



### CASTLETON STATE COLLEGE

Business Administration Faculty Vacancy

Full-time tenure-track position, effective start of 1992-1993 academic year, in Department of Business Administration. Rank and salary is based on degrees and experience as established by a negotiated salary schedule. Responsibilities may include teaching courses in Management, Case Studies in Management, and Principles of Computer-Based Business Applications. Qualifications: The successful applicant will be a dynamic educator holding a two-year MBA: business experience preferred; micro-computer knowledge required. The candidate should be able to work effectively with colleagues and students and contribute to the vitality and grown of the Department. Review of applications will begin on March St. 1992, and will continue until position is filled. Send letter of application, copy of transcripts, and names, addresses, and telephone numbers of three references to Dr. Joseph T. Mark, Academic Dean, Casileton State College, Casileton, VT 05735.

Castleton State College is an Equal Opportunity.
Affilmative Action Employer.

### SENIOR LEVEL POSITION IN SCIENCE EDUCATION

### University of Northern Iowa

St. John's University seeks to fill a tenure track position beginning September 1992 in the area of theology with a specialization in business ethics. We are looking for the optimum combination of the following strengths: a record of publication, demonstrated teaching excellence, a strong background in Catholic Social teaching and a commitment to foster a deep social consciousness in the context of the academic mission and Catholic atmosphere of the University. It is presumed the candidate will have a terminal degree in theology and appropriate academic (experimental background in the business field. Rank and salary will lum projects. The successful candidate will be expected to feach courses in science education and to pursue an aggressive role in seeking externul funding. Salary will be competitive. Send letter of application, curriculum vitee, and the names, addresses and telephone numbers of four persons who may be a contacted for reference to. Robert T. Ward, Chefr of Science Education Search Committee, College of Natural Sciences. University of Northern Iowa, Cedar Falls, Iowa 50014-0181 (tel. 319-273-2585, FAX 319-273-2893). Roview of applications will begin on May 1, 1992, and continuo until an appointment is made. The University of Northern Iowa is an affirmative action, equal opportunity educator and umployer. Minority porsons, women. Vietnam era volerans, and disablud persons are encouraged to apply. be commensurate with credentials. St. John's is a Vincentian sponsored Roman Catholic institution of more than 19,000 students. Priority will be given to applications received prior to April 15. Interviews will begin immediately. Send Vita and reference to:

Rev. John Freund, C.M. Department of Theology ST. JOHN'S and Religious Studies
St. John's University Jamaica, New York 11439. UNIVERSITY

### lane Community College

St. John's is an equal opportunity emptoyer.

Eugene, Oregon

**RULLETIN BOARD: Positions available** 

St. John's University

DEPARTMENT OF THEOLOGY

AND RELIGIOUS STUDIES

### **MUSIC INSTRUCTOR**

Minimum Qualifications: Master's degree in music or music education. Two years' successful, full-time teaching music—including directing or chestra—in secondary school or college; string competence; substantial performance experience in orchestra or small ensemble. Primary Assignment directing and developing orchestra. Deadline date: April 2, 1992. For application, job description and further information please contact:

> Personnel Services Lane Community College 4000 E. 30th Avenue Eugene, OR 97405 (503) 726-2211

LCC application must be postmarked by deadline date. A resume may be submitted, but cannot take the place of the application form. Lane Community College and its Performing Arts Department are committed to building a culturally diverse stuff and student body.

An Affirmative Action, Equal Opportunity Institution

### SEARCH RESUMED Assistant Professor of Education

Skidmore College, a four-year, coeducational liberal arts college, located in Saratoga Springs, NY, invites applications for the following faculty appointment. Responsibilities include teaching curriculum and instruction courses and directing the student teaching program. Applicants abould have an earned doctoral degree, liberal arts background and public school experience, K-6. Duties to begin Fall, 1992. Review of applications begins April 8, 1992.

Send letter of application, curriculum vitae, copies of selected publications or work in progress, and three letters of reference to Dr. Beverly J. Becker, Chair, Department of Education, Skidmore College, Saratoga Springs, New York 12866.

Skidmore College is an affirmative action/equal opportunity employer and educator. Minorities are encouraged to apply.

Specialist and faculty member in the Health and Human Development Department. Wit develop balanced program in: Child Development, Parenting, Aning, Personal Growth, Farmily Relations, Transitional Phallier, Earned doctorate in Pamily Relations, Fall Development, Geronations, Child Development, Geronations, Human Development or closely related field required. Complete job requirements, description and application procedures available from Mary Fran San Soucie, 213 Linkel Hall, MSU, Bozeman, Montana 37, 11-6286. Sereening begins May 15, 1972, continues until candidate bired, Nominations should be received by April 30, 1992. Vetarans proference. AA/BO employer.

Humanities: Humanities Chairperson. Sage Junior Collaga of Albany, one of the Sage Collaga, is looking for the ideal person to isolathe faculty of its Humanities Division. Someone who's an advocate for the bumanities. A leader who can thit the ground maning. And an outstanding teacher. The candidate must have at least a master's adgreed, a minimum of six years' coffeed level teaching order and the ability is each writing. Euglish composition and literature. This is a

tenure track position, associate professor rank. Tals confident, asseriive person must be able to work with an innovative, strong faculty possessing a broad range of talents and interests. Demonstrated administrative and taching ablitter required. Please send reaumé and cover letter to: Dean of the College, Sage Jusior College of Albany, 140 New Scotland Avenue, Albany, New York 12208. AA/EOE.

York 12208. ANIEOE.

Information/tibrary Science: Information Specialist for the Basic Sciences. The William H, Welch Medical Library of The Johns Horkins University seeks applications for the position of Information Specialist for the Basic Sciences. The Information Specialist for the Basic Sciences. The Information Specialist for the Basic Sciences. The Information Services to basic sciences departments. Primary responsibilities include: Identification of problems and needs faced by scientists and students when retrieving and managing information from scientific databases; consultation and instruction to solve those problems and nestructional program. Applicants must have a graduate degree in the lological/life sciences and a master's degree to library science; experience with teaching, instruc-

The University of Northern Iowa expects to till a senter level, tenured position beginning in the fall of 1892, or as early thereafter as possible. This position is contingent on state appropriations. The successful candidate will have an earned doctorate in a tenue education or in one of the date will have an earned declorate in a fence education or in one of the science disciplines and will have a demonstrated record of scholarly activity, successful grant writing activity, and excellence in teaching science education courses at the undergraduate and graduate level. The cambidate will be expected to have an academic record in science education which would warrant an appointment as a full professor in one of the science departments. Candidates who have had leaching experience at the elementary or secondary level and have demonstrated their ability to work with K-12 teachers are preferred. The person selected will add strength to an established program in science education known for its outstanding teacher preparation and for nationally and internationally recognized curriculum projects. The successful candidate will be expected to leach courses in science education and to oursus an augressive role in seeking external

# FOR OIL & GAS MANAGEMENT

The Cox School at Southern Methodist University is pleased to announce the availability of the Magnite Chair of Oil and Gas Management. The purpose of the chair is to augment activities associated with oil, gas, and energy issues; both national and international.

**MAGUIRE CHAIR** 

**Edwin L. Cox School of Business** 

SOUTHERN METHODIST UNIVERSITY

The position is available immediately for qualified candidates. Candidates for the position should have a Ph.D. or other terminal degree or bosiness, economics, public policy or related areas with a record of excellence in research, teaching effectiveness, industry and/or public policy. The Magnite Professor will also have the opportunity to participate in the Magnite Oil and Gas Institute within the Cox School. Southern Methodist University is located in Dallas, Texas, and enjoys close

educational and research relations with many firms throughout the region. The position offers an attractive combination of teaching load, competitive salary, and research opportunities. Salary is commensurate with quality of

Nonmations or applications for this position should be received by May 15, 1992, and should be addressed to:

Rex Thompson Chair, Magnire Search Committee Edwin L. Cox School of Business

Southern Methodist University is an Equal Opportunity, Affirmative Action, Tule IX Employer

education and an examplery record of scholarship and service. Three years of teaching experience in apacial education classes is required; additional experience in maintenam classes is preferred. Administrative experience in maintenam classes is preferred. Administrative experience in special education or another educational esting is preferred. Responsibilities include: (1) providing leadership for the special education component of an alternative teacher certification program, (2) teaching special education classes and supervising internships; (3) recruiting and evaluating applicants for the alternative certification program evaluations. Review of applications will begin April 15, 1992, and will continue the position is filled. Terleton State University, a part of the Texas A.S. M. University system, is an EQE/AA employer. Applications from women, minorities and underrepresented groups are encouraged. Send applications to Dr. Mark Littleton, Director, Tarleton Model for Accelerated Teacher Education, Department of Education and Psychology. Terleton State University, Stephenville. TX 78402. Applications must include copies of graduate transcripts, vite, and a list of references with current phone numbers.

# **Special Education** Tarieton State University is socking applications for an Assistant/ Associate Professor in Special Education, Starting Jate: June 2, 1992 (August 24, 1992 starting date may be negotiated). Candi-dates must have an aerned master's dagree in special education preference will be given to those with an carned doctorate in special education and an examplery record of scholarship and service. Three

### **Faculty Positions**

Worcester State College, a 4-year publicly supported, coeducational multi-purpose institution, is accepting applications for tive full time taculty pusi-tions to teach graduate and/or undergraduate courses, advise students and serve on college committees. Positions are lenure track appointments unless otherwise stated below. Salary commensurate with experience. Stating date: September 1, 1992. Assistant Professor, doctorate degree in the field or Master's degree in the field with a doctorate in Education or a related field: ABD will be considered.

OCCUPATIONAL THERAPY: Assistant Professor, Registered Occupational

NURSING: Assistant Protessor (3 positions): Clinical specialities in Medical-Surgical Nursing, Psychiatric Nursing and Pediatric Nursing. COMMUNICATION DISORDERS: Assistant Professor, CCC-SLP, eligible for Mass. Licensure. One year terminal appointment.

Letter of Interest and résumé must be received no later than 5:00 p.m., April 24, 2992, by Director of Personnel and Affirmative Action, Worcester State College, Worcester, MA 01602-2597.

An Affirmative Action, Equal Opportunity Employer complying with Title IX of Federal Laws and Rehabilitation Act of 1973.

Salisbury, North Carolina 28144-2488

ACCOUNTING PROFESSOR

Tenure track position available in Accounting at the Assistant or Associate Professor level beginning [ail, 1992, Ph.D. desired but individuals with Master's Degree, CPA, and practical experience will be considered. Demonstrated competency in teaching, an interest in professional activities, and some interest in research are also destrable. Primary areas of teaching will involve managerial and governmental or tax. Catawba College is a Liberal Arts institution located in Salisbury, NC, 40 miles north of Charlotte. The Ketner School of Business is housed in a new \$4-1/2 militon building with up-to-date computer and classroom facilities. Application with a résumé listing three references should be sent to Dr. Junius H. Terrell, Dean, Ketner School of Business, Catawba College, Salisbury, NC 28144. Application deadline: March 31, 1992, or until filled. An equal opportunity, affirmative action employer.

🗛 n update from Washington on what's happening in

every week in The Chronicle.

Congress and in the federal agencies that's likely to affect colleges and the people who

work in Academe --



DEPARTMENT OF MATHEMATICS AND STATISTICS

### **Assistant Professor**

Tenure-track position at Assistant Professor level beginning Septem ber 1992 or January 1993. Our search will continue until the posiber 1992 or January 1993. Our search will continue until the position is filled. Fields should complement departmental strengths in algebraic groups, algebraic geometry, complex manifolds, continuum mechanics, differential equations, differential geometry, lattice theory, number theory, numerical/computational mathematics, probability, topological groups and statistics. Preference given to applicants with both a strong research potential and excellent leaching skills. Salary commensurate with qualifications and experience. Send vitae, publication list, evidence of excellence in teaching and three letters of recommendation to: David R. Hayes, Head, Department of Mathematics and Statistics, University of Massachusetts, Amherst, MA 01003. Should be received no later than April 7, 1992. An Affirmative Action/Equal Opportunity Employer.

ani Director of the Alabama Agricultural Experiment Station and Editor of Research information. Candidates should have a muster's dearsee and four years' experience or a bechelor's degree and five years' experience in journalism or mass communication and specific are rience in planating and implementing print and electrosic metils grograms and in-depth knowledge of publications and printing. Familiarity with the land-grant system is desired. Qualified candidates should apply to: Dr. John A. McGuire. Chairman Search: Committee, Research Data Analysis, 2 Comer Hall, Auburn University, Alabama S649. AA/EOE. Minorities and women are executaged to apply.

Kinesiology: Austin Community College is a two-year comprehensive community college located in the Carital Area of Texas. The College is fully accretited by the Southern Association of Colleges and Schools and errol's more than 25,000 students. The College insintality an "oreo door" admissions policy, Applications are invited for the position of instructor, Department of Kinesiology, Responsibilities:



### COMMUNITY AND **TECHNICAL COLLEGE**

### Faculty and Staff Positions Fall 1992

Business Technology Faculty. Instructor/Assistant Professor, tenure track. Related Bachelor's degree and MBA required. Related work experience, teaching experience and knowledge of micro-computers prelerred. Starting salary range \$14,719-\$22,024.

Developmental Writing Faculty (2 anticipated positions). Instructor/Assistant Professor, one year temporary appointment. Master's degree in English or English education required. Higher education teaching ex-perience and background in developmental education preferred. Salary range \$14,719-\$22,024.

Director of Continuing Education. Regular, full-time staff position. Master's degree, related experience required. Doctorate preferred. Starting salary \$24,348/yr. Send letter of application, résumé, names of three ref-

erences and unoffical transcripts by April 24, 1992 to: Dr. David Wilkin, Dean, Marshall Community and Technical College, 400 Hai Greer Bivd., Huntington, WV 25755. EOE/AA.



### **BOISE STATE UNIVERSITY**

### Minority Faculty & Professional Staff

Boise State University is seeking curricula vitae from qualified minority candidates to 8ft faculty, professional, and administrative positions.

Boise State University is Idaho's urban university, located in the state's population centor and capital city, a hub of government and law, business & finance, the arts, health care, industry and technology. BSU offers 155 major fields of study, 63 baccalaureate degree programs, 25 applied technology programs and 14 graduate programs. BSU operates a Studies Abroad Program that includes sites in France. Great Britain, Italy and Mexico and a campus in Spain's Basque country, BSU hosts 100 Lapanese students annually through a cooperative program with Asia University in Tokyo.

Vitae information will remain active for two years. Job announcements will be sent as vacancies occur in specified expertise and interest. Please send vita to Dr. Elizabeth Hecker, Affirmative Action Director, Bolse State University, 1910 University Drive, Bolse, ID 83725; [208] 385-1979. EOE/AA Institution.



### University of Southern California

**USC Nursing Faculty** TENURE TRACK **FACULTY POSITIONS** 

Available to teach undergraduate and master's students.

Medical-Surgical Nursing
 Gerontologic Nursing
 Maternal-Child Nursing

Doctoral degree and Master's degree in Nursing required. Candidates must demonstrate specialization in the above areas. Teaching experience, competency in research and community service are required. Rank dependent on qualifications and experience. Please contact:

Julena Lind, RN, MN
Interim Chair
Department of Nursing
320 W. 15th Street
Leavey Hall Los Angelos, CA 90015 Phone: (213) 743-2362

Library: Automation Librarian, Technical Services Itead to change library automation system and technical services departing the Marriot Library Documents Division, a party of the property o tion system and technical services department in a newly automated (DRA system) four-year college library. Duties include all technical services uperations. Salasy from \$\$12,000 depending on qualifications and experience. Position opens July 1992. Minimum requirements: ALA MLS; 2 years' professional experience in library automation; 4 years' professional experience in library automation; 6 years' professional experience, including cataloging with OCLC and AACR2; 2 years' supervisory responsibility: original cataloging skills; good interpersonal relations and communication skills. Faculty position, 12-month contract. 30 days' vacation, excellent friage benefits, possibility of campus bousing. Send résumé, transcripts, jetter of application, and names of three references to Dr. Oslases, Library Search Committee, Virginia 24450. Applications will be accepted until the position is filled, AA/EEO Bm-ployer.

the Marriot Library Documents Division, a strucy service oriented division of the Publis Services Department. The Documents Division is a large selective Federal Depository Library, a Patent Depository Library, and a depository for the U.N., Ucasco, PAO, EC and GATT. Technical processing is performed in NOTIS. Division Head oversees and participates in a wide range of reference, instruction and outreeth services. Major functions include establishing goods and priorities for the area, administering division budget, directing technical processing and overseeing collection dovelopment, management and maintenance, Head will supervise staff consisting of librarians, classified steff and partitions of information of the processing of overseeing collection dovelopment will report to the Assistant Director for Public Services and will participate with the Assistant Director and other Public Services and will participate with the Assistant Director and other Public Services and selevities related to public services library-wide. Re-

### RESEARCH SPECIALIST IN BIO-ORGANIC CHEMISTRY

Responsibilities and duties of this position revolve around producing high level scientific data of a very technical nature. The individual will be responsible for initiating, carrying out and interpreting experiments on the measurement of oxygen concentration using nitroxides free radicals, and on the reaction kinetics of nitroxides. Also will use ESK and NYR techniques to make measurement of nitroxides and related parameters. One or more graduate students may be assigned to work with the individual.

Minimum requirements: Ph.D. in radiation chemistry or free radical cliemistry. Two years' research experience which must include: ESR spectroscopy of organic free radicals, NMR spectroscopy, chemistry of nitroaldes and the kinetics of the reaction of free radicals. Experience may be obtained during graduate study. One year minimum in postdoctoral position. Three publications in refereed journals. Must have proof of legal authority to work permanently in the U.S.

Salary: \$26,049 per year. This is a university position. This is an Employer-Paid Ad. Submit two résumés to:

Mr. Ben McCready Illinois Department of Employment Security 1008 W. University Urbana, IL 61801

Reference No. V-IL 4591-B. No calls.

AA/EOE

### Okaloosa-Walton Community College

Okaloosa-Walton Community College is accepting applications for the following instructor positions. Minimum qualifications are a master's degree from an accredited institution in the appropriate field and at least 18 graduate semester hours in the subject area. Will consider a Bachelor's degree with a minimum of three years' full-time documented experience for the Electronics position.

Economica Electronica English Composition (2 positions) Mathematics Public Safety

Applications and transcripts (copies as acceptable) must be received by the Parsonnel Office by April 15, 1992. These 9-month positions will start August 17, 1992. Salary range is \$24,733.00-\$31,912.00, based on level of degree and experience. Salaries may be enhanced by supplemental teaching. OWCC offers an excellent fringe benefit package. Any interested parson should contact the Personnel Office for an application at 100 College Blvd., Niceville, FL 32578; 904-729-5385. Florida law will not allow the College to guarantee confidentiality of names of applicants. Veteran's preference does not apply to feoulty positions. All positions are contingent upon funding. OWCC is an EA/EO institution.



### Theatre Costumer Director/Instructor

The College of Eastern Ulah has an opening for a Costumer/Director/
Instructor whose responsibilities include: Costuming all productions;
direct 1-3 shows per year teaching introductory and appreciation
coursea, and possibly some acting. A production oriented program
with 5 main stage and 2-3 workshops each season. Qualifications:
Master's Degree, plus one year's teaching experience. Salary: Low
\$20's. One year appointment beginning September 1992 with opportunity to apply for lenure-track position. Deadline for applications 5:00
p.m. April 20, 1992, For further information contact: CEU Personnel
Office, College of Eastern Utah, Price, Utah 84502; (801) 637-2120,
ext. 240. An equal opportunity employer.

qualifications and experience. Deadlice for equilications: March 31, 1992. Submit letter of applications: March 31, 1992. Submit letter of application should address the casdidate's ability to meet stated questifications, beautifications, and the same and the same

Couraged to appry.

Libraryt Cleneral Reference Librarian, Responsible for providing reference service at a general reference deak, working with automated refbrence curvices (online searches and networked CP's, participating in established library instriction program and collection development in assigned disciplines. Some svening and

quired: MLS from an ALA-accredited illbrary achool required. Five years' significan't experience with government publicaliams, strong commitment to quality public
service program and effective communications and interpersonal skills required. Preferred: Demonstrated successify supervisory/management skills, knowledge of current library technology and automation,
knowledge of issuet and trends associated
with spowersment information strongly precord master's degree or other advanced
study, and evidence of ongoing professional development through university service,
continuing sducation and participation in
professional organizations also desirable.
Benefits: Partially paid health and dental
insurance, TIAA-CREF. Reduced mitton,
25 days' wecation and generous professional development time, sick and holiday leave,
academic leave possible after three
years of employment. Additional frings
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foliows: 1. Psychology. 2. Social Work, 3.
Sociotosy. 4. Anthropology. 2. So

to apply.

Library: The University of Utah. Head of Circuistios. Responsible for management and iterative of the Circuistios of the Circuistios Divisios, which includes it full-time and 65 part-time staff; living, training and supervision of staff; development and implementation of new directions and policies related to ejecuistion services; participation with Assistant Director and other Public Services Division Heads in planning for and carrying out policies and activities related to public services library-wide. Incumbent may become involved in other library activities such as instruction and collection development: Required: MLS from an ALA accredited library school, Pour services communication activities. Such as instruction and collection development; Required: MLS from an ALA accredited library school, Pour services communication skills, demonstrated ability to work



### UNIVERSITY OF SOUTHERN CALIFORNIA Department of Nursing

### ASSISTANT CHAIR FOR RESEARCH

The Department of Nursing Invites nominations for the position of Associate Chair for Research. Candidates for this position will have demonstrated research expertise, scholarship, and interpersonal skills essential for dynamic leadership.

Responsibilities include planning and conducting research, assisting the fac-uity in research development activities and leaching research-related courses. Applicants must have an ongoing research program and success in obtaining independent research funding.

Candidates should have an earned doctorate; a Master's degree in Nursing, if doctorate is not in nursing and demonstrated commitment to research and

USC is one of the nation's leading centers of teaching and research and is the oldest independent research university in the West. Nominations and expressions of interest will be received until the position is filled and should be submitted to:

Julena M. Lind, RN, MN Interim Chair Department of Nursing University of Southern California 320 W. 15th Street, Leavey Hall Los Angeles, CA 90015

USC is an Equal Opportunity, Affirmative Action Employer.

### NORTHERN ILLINOIS UNIVERSITY

CHANCE PROGRAM:

Counselor. To provide a wide array of support services to students through individual counseling and small group/workshops. Counselors participate in recruitment/admission process, informational presentations to parents, summer orientation. Qualifications: Master's degree in counseling/student personnel. Experience: High school or college level counseling/advising; work with minority/educationally underprepared students at college level. Deadline: April 17, 1992. Send résumé, letter of application, three reference letters to: Ms. C. N. Colon, Associate Director, ESP-CHANCE, NIU, DeKalb, IL 60115.

### SPECIAL EDUCATION:

Assistant Professor. Tenure track position in early childhood handicaps. Requirements: Doctorate in Early Childhood Special Education with expertise in bilingual and urban education. At least two years' experience working with exceptional children are required. Responsibilities: Teaching graduate courses in early childhood special education at on and off campus sites; advising graduate students: conducting research; writing grants; and program, departmental, college, and university service. The candidate should have strong teaching and research skills in order to attain eventual senior membership on the Oraduate Pacuity. Salary commensurate with experience and qualifications. Send letter of application, current résumé, transcripts supporting documents such as reprints of publications and/or manuscripts-in-press, and letters of support from at least three references to Dr. Y. Leyser, Chair, Dept. of Ed., Psy., Counseling, and Spec. Ed., Northern Illinois University, DeKalb, Illinois 60115, Application Deadline: April 18, 1992. ECO/AA.

### The University of Texas at San Antonio

The Division of Mathematics, Computer Science, and Statistics will have one tenure-track position at the assistant professor level, in computer science beginning August, 1992. Although applicants in all areas of computer science will be considered, preference will be given to those candidates whose research areas are in graphics, software engineering, programming languages or artificial intelligence. Applicants should have the Ph.D. degree in computer science or a related area by August 1992, and should demonstrate strong potential for excellence in research and teaching.

Applicants should submit a résumé and arrange to have at least three letters of recommendation sent to:

Professor Shair Ahmad, Director
Division of Mathematics, Computer Science, and Statistics
The University of Texas at San Antonio
San Antonio, Texas 78249-0601
E-mail: ca@ringer.cs.utsa.edu

The closing date for receipt of applications for these positions is April 6, 1992. UTSA is an Equal Opportunity, Affirmative Action Employer. We encourage women and minorities to apply.

well with others and established commit-gent to quality public service. Preferred: 10: Kathy Ann MacDougall, 330 Mario ment to quality public service. Preferred:
Demonstrated successful suprivisory/mansement skills, knowledge of NOTIS online systems, knowledge of current library
echnology and automation and experience
in an academic library strongly preferred.
Second master's degree or other advanced
study, evidence of ongoing grofessional development through university service, coalating education and participation in proresistent grankizations also desirable. Benclits: Partially paid health and denual insurance, TIAA-CREF. Reduced tuition, 25
days vacation and generous professional
development time, sick and holiday leave,
academic leave pussible after three years of
employment. Additional fringe benefits.
Salary: \$50,000, plus depending on qualifications and experience, Deadline for applications farch 31, 1922. Submit letter of sppilication (letters of application should address the candidate is ability to need stated
qualificational, résumé and names, addresses and telephone numbers of titree ref-

Couraged to apply.

Library: Head librarian to direct college's staff of 3 professionals and 6 para-professionals in new 30,000 squere foot facility. Qualifications: master's in library science from ALA-accredited school, years professively responsible experience in greasively responsible experience in collection analysis and sevice experience in collection analysis and sevice opment. Publications, knowledge of electronic systems a plus. Alvenia is a small (1200) successful college in the Franciscan tradition located in beasant, progressive tradition located in beasant, progressive redition located in beasant, progressive redition located in beasant, progressive Philadelphia. Starting date negotiable after Philadelphia. Starting date negotiable negotiable after Philadelphia. Starting date negotiable negotiable



### STUDENT AFFAIRS

Coe College, Cedar Rapids Iowa, anticipates several openings in its bepartment of Student Affairs to facilitate the overall philosophy of the liberal aris, residential college. We anticipate several opportunities for committed Student Affairs personnel, interested in helping build upon an already strong student affairs program.

an already strong student strairs program.

Director of Career Services—responsibilities include developing job opportunity, organizing on/off interviews, planning career search and career options programs and workshops, designing and maintaining information/marketing materials, maintaining resource library, counseling students and alumni, and supervising office staff, fosition requires excellent organizational interpersonal, and communications skills; master's degree and previous experience preferred.

pirector of Campus Activities—develop, coordinate and implement all campus activities. Coordinate operation budget, manage student union, supervise campus information coordinator, and serve as advisor to student organizations. Also responsible for inframural's, greek life, and summer camps and conferences. The position requires excellent organization, interpersonal and communication skills; master's degree and a background in student activities/programming preferred.

Residence Directors—co-anticipates hiring up to three residence directors with dual appointments. Primary responsibilities will include the overall operations of residence hails and serving as a member of the senior staff. Responsibilities include collecting, training and supervising resident assistants, planning and presenting programs, and enforcement of college policies. Directors will serve half time in an area of student affairs determined by the qualification of the individual and the needs of the college. Possible areas include career development, greek affairs, student activities and multi-cultural affairs. Bachelor's degree, excellent interpersonal, organizational and communication skills are required. Position is a ten month appointment.

Compensation—salaries are competitive and commensurate with experience.

To apply—applicants should indicate position of interest, a current resume, and three current letters of recommendation to: Debra Carlson Wood, Vice President for Student Alfairs, Coe College, 1220 First Arenue Northeast, Cedar Rapids Iowa 52402. Application review will begin immediately and will continue until all positions are filled. Anticipated starting date: July 1, 1992. Will interview at NASPA.

Coe College is an Affirmative Action, Equal Opportunity Employer

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### **Instructional Development Specialists**

University of Washington, Seattle

The Center for instructional Development and Research (CIDR) seeks two full time (12 mo.) Instructional Development Specialists, one in the humanilles and social sciences and the second in math/sciences, to assist departments to enhance instruction in entry-level courses, particularly related to teaching assistant instruction. Responsibilities will include assossing departmental instructional needs for entry-level courses; assisting departments to design programs appropriate for achieving TA training goals, evaluating TA training programs and individual TA instructional efforts; and conducting research designed to assist in the overall process of understanding and enriching undergraduate education in humanities/social sciences or math/sciences. Ph.D. required in some combination of humanities/social sciences or math/sciences disciplines; \$2454-\$4588/mo. Please reference the position you are applying for. Applications will be reviewed beginning April 15, 1992, and thereafter until the positions are filled. Preferably positions will begin lune 16, 1992, but no later than September 1, 1992. Send letter of application and vita to Robert Abbott, Director for Program Research, CIDR, DC-07, UW, Sestife, WA 98195. UW is an AA/EO employer.

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### CASTLETON STATE COLLEGE

Sociology Faculty Position

Fall-time tenure-track position, effective start of 1992-1993 academic year, in Department of Sociology, Social Work and Criminal Justice. Rank and salary is based on degrees and experience as established by a negotiated salary schedule. Responsibilities include teaching courses in Sociology which might include introduction to Sociology, Social Problems, Cultural Anthropology, Social Movements and/or Gerontology. Opportunity to develop courses in areas of interest or expertise. Qualifications: Ph. D. in Sociology (ABD considered). Ability to work closely with students and faculty in a small interdisciplinary department where teaching effectiveness is highly valued. Review of applications will begin on April 15, 1992, and will continue until position is filled. Send letter of application, copy of transcripts, resumés, and names, addresses, and telephone numbers of three references to Dr. Joseph T. Mark, Academic Dean, Casdeton State College, Castleton, VT 05735. Castleton State College is a public, liberal arts college in rural Vermont with an enrollment of approximately 2,000 FTE students. Although research and publication are valued, the College prides itself on its emphasis on teaching, small class size, and faculty/student relationships. Castleton State College is an Equal Opportunity, Affirmative Action Employer. Minority and women candidates are encouraged to apply.

library: Catalou Management Librariae, Thomas Cooper Library. University of South Carolisa. Library university of South Carolisa. Librarian responsible for the supervise. Library responsible for the supervise. Librarian responsible for and inputtins, authority of southout, and administration of cashosine records and holdingst data, authority control work, and coordinates database maintenance with other departments staff. The Cataloging Lepartment consists of 9 librarians and 18 support and and unitizes of CLC and NOTIS for cataloging. Librarians have some collection devolopment responsibilities. The Univer-

sity of South Carolina enrolls 17,000 under-graduate atudents and 8,000 graduale stu-dents on the Columbia campus. The Inom-as Cooper Library condains 2.4 million volumes and 3.4 million microforms. Quali-fications are a paster's degree from an ALA-accredited library school; minimum of two years' professional cataloging expe-rience; thorough knowledge of AACR2, LC classification and subject headings, MARC formats for bibliographic and hold-ings data; demonstrated supervisory expe-rience; effective communication and inter-personal skills. Experience in serials cata-loging and experience with the NOTIS sys-tem preferred. Salary is \$25,000 minimum, for 12 months, Salary dependent upon qual-ifications and experience. Exculty starus, tenure track. Besefus include medical and dental plans, state retirement, and optional

### Assistant Professor

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Counselor Education

Tenure track. Start August 1992. Teach graduate courses, supervise externs, advise students, engage in appropriate research and service. Ed.D. or Ph.D. required; evidence of research and scholarly productivity: experience in elementary school counseling preferred. Submit a letter of inierest, vita, and 3 recent letters of recommendation to Dr. John Pisapia, Head, Division of Education, P. O. Box 2020, Richmond, Virginia 23284-2020, Virginia Commonwealth University is an Affirmative Action, Equal Opportunity Employer, and actively solicits applications from minorities and women applicants. Experience working in a culturally diverse setting is highly preferred. Position subject to budgetary approval. Applications uns 1992.

### **CUMBERLAND** COUNTY COLLEGE

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### Faculty Openings

"Agriculture/Horticulture (Professor/Program Coordinator)

\*English \*Boolel Science/History \*Basic Skills Reading/English Qualifications: Master's degree in indicated discipline or aquivalent in experience for occupational pro-gram (Agriculture/Hortfuelture) col-lege-level classroom experience Destred: Documented teaching

Deadline for meterials: April 3, 1992 or until a qualified candidate is hired. Send a résumé and three ref-erences to:

Dean of Instruction and Academic Services Cumberland County College P. O. Box 517 Vinstand, NJ 08360 An Equal Opportunity.
Affirmative Action Employe

### NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY

### **GREENSBORO**

**School of Education** Applications are invited for the following tenure track positions

Associate Dean (12 months)

Works as generalist for the Teacher Education Program. Coordinates the advisement program and special projects involving local schools and the University; develop grant proposals; teaches and conducts research. Ductorate, public school and higher education experience, and grantsmanship record are required. Salary and rank will be commensurate with qualifications. Closing date for application is April 13, 1992. Beginning date is August 1, 1992.

Chairperson, Department of Curriculum and Instruction (12 months)

Provides leadership and coordinates the undergraduate and Master's degree programs in elementary education, reading, media, and the professional studies components. Teaches in a program offered by the Department. Must have the deciprate, public school and higher education experiences, and show documentation of publications and grantsmanship. Rank and salary are dependent upon qualifications. Closing date for application is April 13, 1992. Starting date is August 1, 1992.

Assistant, Associate Professor, Department of Curriculum and Instruction twie pusition, 9 months Teaches undergraduate and graduate courses in measurement and related psychological foundations; advises students; works with educators in the schools; and engages in scholarly activity, publications, research and service activities. Must have the doctorate, public schools experience and expertise in methodology/curriculars.

Assistant/Associate Professor, Department of Educational Leudership and Policy (two positions, 9 months) Teaches courses and supervises interns in educational administration and supervision; advices students, writes fundable proposals, engages in research, public service and publications. Doctorate in Educational Administration/Supervision; experience in elementary and/or secondary schools as teacher and administrator; and qualifications for State Administrator's certificate are required.

Assistant/Associate/or Professor, Adult Education, Department of Educational Leadership and Policy Teaches Master's degree level courses in adult education, advises students, writes proposals for external funding, publishes, engages in research and service. Doctorate in Adult Education and experience in adult education instruction are required. Expertise in community college concepts and human service agencies is preferred.

Assistant Professor of Recreation, Department of Health, Physical Education and Recreation

Teaches recreational and park administration courses, advises students, participates in service to schools and community, and grant writing. Doctorate in Recreation Administration or Recreation Resource Management, Park Resource or Management and college teaching experiences are required.

Assistant Professor, Department of Human Development and Services (one position, 9 months) Teaches a variety of master's degree level courses, coordinates field placement, and advises students. Doctorate in Counseling and/or related area, previous counselor education experiences, and qualification for North Carolina certification requirements within one year are required.

Application deadlines for teaching positions are open until suitable candidates are selected. Salary and rank for each position will be commensurate with qualifications. Teaching positions will be available August 15, 1992.

- For each position, applicants must submit: letter of application
  - vita
     official transcripts
  - three letters of reference from persons who know the applicant professionally

Address all applications to:

Ms. Oloria Cain, Administrative Secretary Dean's Office, School of Education North Carolina A & T State University Greensboro, North Carolina 27411

### **Morris College**

Morris College, a private and predominately black, four-year liberal arts college in Sumter, SC, is seeking applicants to fill the following positions: ASSISTANT/ASSOCIATE PROFESSOR OF MATHEMATICS: To teach four to five (12 to 15 credit hours) courses each semester in Abstract Algebra, Calculus and Differential Equations. Participate in registration, student advising committee assignments and other duties as assigned. Ph.D. or Master's degree in Mathematics required. Effective Fall (August) 1992.

To teach four to five (12 to 15 credit hours) courses each sentester in General College Mathematics, College Algebra. Participate in registration, student advising, committee assignments and other duties as assigned. Effective Fall (August) 1992. ASSISTANT/ASSOCIATE PROFESSOR OF ENGLISH: To teach four to five (12 to 15 credit hours) courses in Grammar and Composition, Fundamentals of Composition, and World Literature. Ph.D. desired in English. Effective Fall (August) 1992.

Submit letter of application, three letters of recommendation and official academic transcripts; Personnel Officer, Morris College, 100 W. College Street, Sunner, SC 29150-3599.

TIAA/CREF. Letter of application, ré-aumé, and names, addresses, and phone numbers of four references abould be re-ceived by May 1, 1992. Apply to Homer



Coverage of breaking news that affects higher education — from state capitals, academic conferences. and campuses throughout the country and the world ---

every week in The Chronicle.



### **RESIDENCE LIFE**

Set in the rollings hills of southeastern Ohio, Ohio University is a classic residential campus with a population of 17,000 students representing every state and over 90 countries. Nearly 7,000 students live in our 40 residence halls, which are located on three residential "Greens," The Department of Residence Life is committed to its goals of community, human development, tolerance, and fiving/serming, and seeks staff members who desire an opportunity to develop professionally while making a difference in students lives. Resident Director: The Resident Director supervises 1.4 halls housing up to 550 students, 10.20 Resident Assistants and, in some cases, a graduate assistant. Other duties include community and human development, programming, teaching the paraprofessional training class, and departmental projects. Master's degree preferred. Bechalor's degree and one year of full-time related experience required. 10-month presidential contract. Salary range of \$14,800-\$17,800, furnished apartment, meal plan, full fultion watver, and other standard benefits.

owner standard benefits.

Assistant Resident Director: Acceptance into a graduate degree program required for employment. Preference given to students enrolled in the Student Personnel Program. The Assistant Residence Director assists in the supervision of 1-4 halls and 10-20 Resident Assistants. Other duties include community and human development, programming, teaching the paraprofessional training class, and departmental projects. 10-month contract, stipend of \$3,600, furnished spartment, meal plan and full tuition waiver.

The application deadline is April 10, 1992, although applications will be accepted until the positions are filled. Early applicants will be considered for pre-arranged interviews at NASPA. We strongly encourage ethnic minority, women, gay and leabian, and physically challenged applicants. Send letter of application, returned, and the names, addresses, and phone numbers of three references to:

Joseph A. Burke Director of Residence Life Onlo University 050 Chulch Heli 050 Chubb Hali Athens, Ohio 45701

An Equal Opportunity, Afternative Action Employer

tibrary: Librarian II or III, University of the Virgin Islands, Sr. Thomas Campos. A four-year public institution with compuses on St. Thomas and St. Crobx, U.S. Virgin Islands documents and the one St. Thomas and St. Crobx, U.S. Virgin Islands documents and the cleaning serving full-time and rent-time students, is seeking candidates for this professional saff position. A Master's degree in library science, computer science or a related field or six years of theory experience is required. The successful candidate will be required. The successful candidate will be profited with OCLC, including copy and original catalogins, micro computers, scanning hardware and OCR. An underspective of the computers of the catalogins of the computers of the catalogins of the computers of the catalogins of the c





HOUSTON COMMUNITY COLLEGE SYSTEM

HOUSTON COMMUNITY COLLEGE SYSTEM is a fully according comprehensive educational institution comprised of six colleges. The 1,200 full-time faculty and staff serve over 0.000 and emission enrolled in its Academic and Vocational/Technical programs. HCCS is correctly accepting applications for the following positions.

### COORDINATOR OF HUMANITIES AND FINE & APPLIED ARTS

Master's degree; 18 graduate hours in one of the academic disciplines supervised, two (2) years' supervisority/administrative experience directing I himamities, Fine and Applied Aris, two (2) years' full-time equivalent teaching experience.

STARTING MONTHLY SALARY RANGE: \$2,996 TO \$3,360 - 12 MONTH CONTRACT. Salary is based on

### ANTICIDATED FACILITY OPENINGS FOR FALL 1992 SEMESTER

Mucipated F	ACULTY OPENINGS	FOR FALL 1992 S
sociate Degree Nursing	Leonatus 5	Mathematics
recounting	l lectronic Linguicerung	Music
athropology	Lechnology	*Occup. Therapy
<b>(</b> _	lenghsh	*Office Occupation
ology	*FSI	Physical Education
usiness Administration	Geology	Physics
r julistzy	Government	Psýchology
unputer Science	*Consted Studies	Sucrabagy
minal Justice	History	Spanish
Pevelopmental English	Intensive English	* Tech. Communic

QUALIFICATIONS: Generally, faculty teaching academic transfer courses are required to have a moster's degree with 18

graduate hours in the teaching area.
\*Positions require a hachefor's degree, master's degree preferred. The above positions may require previous related work and/or teaching experience in the discipline.

STADTING MONTHLY SALADY DANGE:

	TARE LESS B. D. LALLE AND P.	
MINIMUM	MAXIMUM	DEGREE
\$2940	\$32H2	Enrued Doctorate
2H 3H	3169	Master's degree # 48 hr
27.14	3052	Master's degree + 24 hr
2632	2939	Master's degree
2325	2596	Bachelor's degree

Salary is based on education and related work experience. Qualified individuals should submit an official HCCS application, résumé and photocopy of transcript(s) conferring degree and showing graduate hours in the teaching discipline for which you applied. Submit information to:

NEWMAN

KANSAS NEWMAN COLLEGE

Director of

Occupational Therapy

The Catholic liberal arts college in Wichita, Kans., invites applications for

RESPONSIBILITIES: Direct new Occupational Therapy baccolaurente degree program, provide leadership in program accreditation, coordinate clinical faculty at various hospitals and some teaching responsibilities.

QUALIFICATIONS: Experience in program development, administration und teaching is preferred. Applicant must be an appropriately certified occupational therapist with an MS/Ph.D. degree. Academic rank and sulu-

The position is available in March 1992 with the successful candidate to begin as soon as possible. Submit curriculum vitoe along with names, addresses and phone numbers of three references to:

Search Committee for Occupational Therapy Kansas Newman College 3100 McCurmick Ave. Wichita, KS 67213

Kansas Newman College is an EEO employer

islary \$29,440; excellent benefits. Cau (310) 631-4020 for full job announcement. Send letter of interest and resume by April 100. 1992 for Search Committee Chaipperson. P. O. Box 4290, Saint Mary a College. Mornan, California 94575. AA/EOE.

practices and knowledge of current trends in computerized mapping are required. Experience with providing classroom instruction at the college level is strongly preferred. Salery from a minimum of \$35,660 dependent upon qualifications and experiance. Applications received by June 15, 1992, will be given first consideration; applications will be accepted until the position referred.

member of management team in policy de-velopment, evaluation and budget. Re-quires: MLS from achool accredited by the ALA; minimum 3 years' full-time profes-sional library experience with at tenst one year in an academic binary; demonstrated knowledge and application of management of media services; supervisory experience. Salary \$29,440; excellent benefits. Cail (310) 631-4020 for full job announcement. Send letter of interest and resume by April

Morngn, California 94575. AA/EOE.

Ilbraryi Map Curator, Yale Map Collection, Sterling Memorial Library. Minimum rauk: Librarian III. Server as the Library's principal authority on maps and directs the Yale Map Collection. Selects material for the Collections, manages its budget, leads its staff, oversets maps caleloging and preservation, offers reference service, and is responsible for teaching, exhibits, and publications leased on the Collection. Ounifications: At. L. S. degree from an AL. Asceredited library school or the coulvalent experience. Advanced enademic trainins in history, secography, carostraphy, or related subjects. Minimum of five years of increasingly responsible professional experience in a library, research organization or comparable institution related to maps. Successful managerial experience, including demonstrated ability to plan and implement profects and services, lead library staff, and work effectively with other members of a research-oriented academic compunity. Strong analytical and interpersonal skills. Excellent orad and written communication skills. Understanding of maps estalosing

JUDY J. JONES/MANAGER EMPLOYMENT HUMAN RESOURCES DEPARTMENT HOUSTON COMMUNITY COLLEGE SYSTEM P. O. BOX 7849 HOUSTON, TEXAS 77270-7849

HCCS is an Affirmative Action, Equal Opportunity Employer.

DIRECTOR OF DEVELOPMENT

**HOPE SCHOOL** 

Springfield, Illinois

Hope School, a private, non-profit organization providing comprehensive year-round, day and residential programs for children with multiple disabilities, is seeking a highly qualified, senior level development professional to design and direct all aspects of a comprehensive institutional advancement program.

The Director of Development will plan and implement national direct mall appeals, strategies and programs for the annual fund; major gifts; corporate, foundation and government grants; special events; planned giving; capital and endowment campaigns; community and legislative relations; marketing, communications, media and public relations.

This position reports to the Executive Director and serves as a key member of

Qualified candidates will have ten years of progressively more responsible experience and a proven track record of success in all areas of fund raising, communications and management. A bachelor's degree is required and an advanced degree strongly preferred. Ability to provide leadership and work collaboratively with the school and general community, previous experience in an educational setting, exceptional oral, written and interpersonal communication skills, and a demonstrated commitment to excellence are required. Familiarity with issues and trends in special education, residential facilities and developmental disabilities preferred.

Salary and benefits are very competitive and reflect the high degree of sentor level responsibility and authority associated with this position. The search will continue until the position is filled. However, candidates should be able to begin by August 1, 1992 and immediately forward their resume and salary resultenges by

Garry A. Hernmond, ACSW Executive Director Hope School P. O. Box 5810

Hope School is an equal opportunity, affirmative action employer.

TIAA or other retirement plans (optional); health/if-edjsability insurance, Salary \$25,000 minimum, higher education experience. Application review process begins May 4, 1992. Pusition appel June, 1992, beginning date negotiable, Complete application must include résumé, undergraduate and strabutate transcripts (all), names of three current references. Amply to: David Al. Smith, Chair, Science and Technology Cataloger Search Committee, Raigh Brown Draughon Library, Amburn University Alabama 5849-5966, Auburn University in an Affirmative Action, Equal Opportunity Entilogyer, Women and Industries are ea-

Libraryi Saint Mary's College of Chilfornia. Medie Services Librarian. Administrative and operational responsibilities including development, classification and entalogina of non-print collection. Participates as

Library: Science and Technology Cataloger. Duties include primary responsibility for the cataloging tooth original and revision) of monographs in the LC classifications Q, R, S and T and the supervision of one support staff position. Qualifications: Required—ALA-accredited MLS: strong arademic record; cataloging experience, including the use of OCLC, LC chassification and subject headings, and AACR2; factibility: good interpersonal skills. Desirable—Two or more years of cataloging experience; supervisory experience; carellers written and verbal communication skills; knowledge of a modern European language; a background in science or fechivology; evidence of ability to meet triberin for tenute. Twelve-month tenute track position. Berofits include 20 days' vecation: 12 days' sick leave; participation in state teachers' retirement (mandatory) and

### DEPAUL UNIVERSITY

### ASSISTANT DIRECTOR SPONSORED PROGRAMS AND RESEARCH

Applications are requested for the position of Assistant Director in the Office of Snonsorm Programs and Research. DePaul University is a private, comprehensive urban institution of 16,600 students on two major campuses in downtown Chicago, (Loop) and a near north side residential area (Lincoln Park). Its schools and colleges include Liberal Arts and Sciences, Commerce, Law, Music, Theatre, the School for New Learning, and a professional program in Education. The institution's long-range plans anticipate further growth in the next five years to an enrollment of 18,000 students. Graduate programs include 53 master's fields and 3 doctoral programs, in computer sciences, philosophy and psychology. DePaul is a dynamic, innovative institution, with a growing volume of external grants, reaching \$4 million in 1990-91.

Primary responsibilities of the Assistant Director include working with faculty members and administrators to develop external grant applications and budgets, and identifying and publicizing sources of funding. The Assistant Director will also assure compliance with agency guidelines and federal laws relating to funded projects. Additional responsibilities include presenting grant-related workshops, preparing reports, analyzing grant data, and assisting faculty and administrators to develop proposals for internal

Requirements for the position include an advanced degree, knowledge of federal and other grant agencies, faculty experience or experience with funded projects, and excellent oral and written communication skills. Knowledge of computer databases is also desirable

The 12 month position is located at the downtown campus, but the Assistant Director will work with faculty from both campuses and from a wide variety of disciplines. Salary is competitive and benefits include medical and dental insurance, free tuition, pension, and four weeks of vacation.

The position is available on July 1, 1992. Review of applications will begin on April 15 and continue until the position is filled. Interested applicants should send a letter

> Dr. Marjorie P. Piechowski, Director Office of Sponsored Programs and Research DePaul University 243 South Wabash Avenue Chicago, IL 60604

DEPAUL UNIVERSITY PRACTICES EQUAL OPPORTUNITY IN EMPLOYMENT AND EDUCATION.

# **Director of**

West Chester University's Department of Educational Services seeks applicants for the Director of Tutorial Services. This is a tenure-track faculty position commencing with the Fall Semester, 1992.

**Tutorial Services** 

The Director will be responsible for hiring, training, and supervising staff and student tutors; monitoring and tracking the Program's effectiveness; providing written and oral reports, long-term planning for the Center; and managing the Center's budget. Where possible, the Director may also provide direct services to students. The successful candidate must demonstrate sensitivity and commitment to quality sen-ices to a diverse ethnic and racial student population and possess an understanding of the unique needs of students in a multi-purpose state university. He/She should have proven skills in management and be able to use appropriate software for data collection, analysis and research in a Tutoring Center.

A minimum of a Master's degree in education or other appro-priate discipline is required; Ph.D. preferred. Applicants should have related job experiences and be knowledgeable of student learning theory and national tutorial models.

Salary commensurate with qualifications and experience. Some summer employment is a distinct possibility. Send cover letter, résumé, and the names, addresses and telephone numbers of three references, postmarked by April 24, 1992 to: Personnel Office, DTC Search, WEST CHESTER UNIVERSITY, West Chester, PA 19383. AA/EOE. Women and minorities are encouraged to apply are encouraged to apply.

### West Chester University

New Haven, Connecticut 06526. EEO/AA.

Library: Archivist and Special Collections
Librarian, Franchin & Marchail College.
Raportins to the College Librarian, the Archivist and Special Collections Librarian is
responsible for all aspects of the department including reference, organization,
and management of the College's archives,
rare book and manuscript holdings (rich in
Pennsylvania-Gorman materials), and an
interesting variety of apecial collections.
The Archivist will also coordinate and prepare exhibits, participate in library-wide
activities to bibliographic instruction and departimental linition, and general referencel,
supervise a part-time assistant, and depending on interest and qualifications, may
coordinate the library's preservation program. Some weekend and evening work is
required. Qualifications include an ALA/
MLS, some experience in either archival or
tare book collections, and a strong liberal
arts concession. Knowledge of German and
QLC cataloging practice are highly desirable. Salary is commensurate with education and experience. Candidates may sub-

nit letter of application, résumé, and names, addresses and telephone numbers of three professional references to Personnel Services, Franklin & Marshall College, P. O. Bax 3003, Lancaster, Pennsylvania 17604-3003. Consideration for the position will begin April 20, and will continue until an appointment has been made. An Equal Opportunity, Affirmative Action Employer.

Library: Public Services Chair. Manages public services (reference, circulation, reserve/media, stacks, copy center, and injertibrary (oan) with a staff of 25 PTE.



### **Director of Enrollment Management**

The University of Texas at Brownsvilla seeks an energetic professional for the position of Director of Enrollment Management. The Director provides leadership in the implementation of the academic policies of the University by working closely with deans, chalippersons, and faculty. The Director is responsible for recruitment, undergraduate and graduale admissions, and records. The Director plans and coordinates the annual enrollment management plan, maintains inventory of courses, evaluates transfer credit and maintains records grades and barsecipts, coordinates registration, and complete and reports data on honors, graduation, and student admission and enrollment.

ors, graduation, and student editiestion and enrollment.

Qualifications: Bachalor's degree required. Administrative experience with successful experience in Administrative experience in Administrative experience must demonstrate strong management and leadership addits and ability to communicate effectively Experience in personnel management and budget, planning and implamanting academic policies, excolument management, and establishing goals and objectives is essential. Prior experience with the operations of a comprehensive student information existen is malered.

### **Director of Criminal Justice Institute**

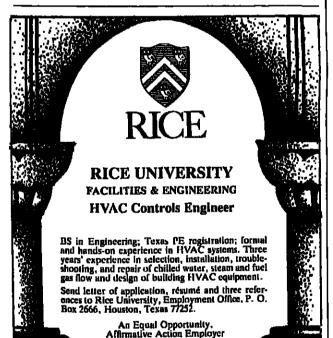
The Director of the Criminal Justice Institute is responsible for the planning, development, and implementation of criminal justice training programs; hiring part-time instructors; monitoring instructional activities; maintaining TECLOSE and Coordinating Board records, preparation of budget; and materials control.

preparation or budget, and naturals continued Justice or related field is required, Master's degree greterred. Candidates must have 5 years of law enforcement experience and be eighte for TECLOSE cartification. A minimum of two years' college or university level teaching is needed. Candidate should have administrative experience with demonstrated landership stills and an ability to communicate effectively.

The University of Texas at Brownsville is one of litteen component institutions operated by The University of Texas System. It is located in the southern tip of the state of Texas, 20 miles from the Gulf of Mexico on one block from the Texas-Swatco border its most unique charactestatic is a recently formed partnership with Texas Southmost College, a comprehensive community college located on a shared campus in Brownsville. Texas. The partnership allows for the university and the community college to operate with a consolidated administrative structure, a combined faculty and a shared teaching mission to provide for continuity in curriculum, efficient use of resources, and high quality instructional pro-

Salaries are competitive and commensurate with qualifications and experience Applications Completed applications should contain a letter of application, réaumé or vititanscripts, and three letters of recommendation. Candidates invited to interview may bequired to submit additional information by the Search Committee. Applications should be

Affirmative Action, Equal Opportunity Employer
UTB is a "Smoke-Free Institution".
Smoking is not permitted in any facility of the University.



lians, and reference. Must be fiexible, crealive, and possess problem-solving and organizational skills. Evening and weekend work required. Requirements: ALA-MLS; some public services and teaching experience desirable. Commitment to an undersaduate liberal arts college library which recognizes the ethnic and cultural pluralism of conlemporary society. Salary: \$22,000-\$25,000 for 12 months. Candidates should send a letter of expication, including their philosophy of public services librarianship, ssund, and negues of three references to:

William B. J. Julian. Dean of the College.

bray: Serves as the liaison to the School of Business Administration. Responsibilities mixed by the processing and receive of three references to William B. Julian, Dean of the College, Mongouth, College, Mongouth, Cillege, Mongouth, Illinois 1466. Position open until filled. Will begin reviewing a spilications on April 20.

Ubray: Assistant Serials Librarian in The Carlson Library. The University of Tolego is a rapidly growing state university with 25,000 students in B colleges offering graduate development. B colleges offering graduate development in the Carlson Library. The University of Tolego is a spilly growing state university with the State of the Calce of the Carlson Library in Benieve to Benton the Motifs system. Tolego is a dynamic city which provides a wide variety of cultural, educational, and recreation in business or accomputers and additional graduation local data records on the OCLC Union List Subscriptions and standing orders, assist in binding preparation and processing, and other serial-type duties. Qualifications of the processing, some sechnical services background, knowledge of a modern European sungues, written, oral, interpersonal computers. Preference with OCLC Union List Subsponse, written, oral, interpersonal computers. Preference with OCLC Union List Subsponse, written, oral, interpersonal computers. Preference with OCLC Union List Subsponse, written, oral, interpersonal computers. Previous experience with OCLC Union List Subsponse, written, oral, interpersonal computers. Previous experience with Oct of the Calce of the Cal

Counselor Education/ Substance Abuse

Counseling Northeast Louisiana University is seeking an Assistant/Associate Professor to join an expanding Master of Arts Substance Abuse Counseling Program.

Counseling Program.

Qualifications: Individuals holding a doctorate in Counselor Education or Counseling Psychology are invited to apply for the 9-month, tenure track appointment. Besides holding appropriate academic credentials, the successful candidate should evidence personal integrity, empathy for substance abusers, concern for students, knowledge of addiction/recovery dynamics, and collegiality. covery collegiality.

Responsibilities: Teaching re-sponsibilities will consist primari-ly of Instruction in substance abuse courses with additional inabuse courses with additional in-struction in CACREP core curricu-lum courses. Other duties include student advising and supervision of graduate field experiences. Preference will be given to those applicants whose interests and training complement those of the existing faculty. Recovering per-suits are encouraged to apply. Salary & Benefits: Commensurate with qualifications & experience Applications Procedure: Send letter of application, Vitae, names,

Or. Charles Pryor, Acting Head Educational Leadership and Counseling Northeast Louistana University Monroe, LA 71209

### THE UNIVERSITY OF TEXAS MEDICAL BRANCH AT GALVESTON CV Bank for Minority Individuals and Women

The University of Texas Medical Branch at Galveston has established a Curriculum Vitae Bank to promote the recruitment and appointment of minority individuals and women for faculty, research, administrative or professional positions.

UTMB was established in 1891 and is located on the Gulf coast. Named the 13th best place to live in the United States by Money magazine, Galveston is home to some 60,000 year-round residents. The University employs approximately 8,800 faculty and staff and has an enrollment of approximately 2,500 students in undergraduate, graduate and professional programs.

The academic components include the School of Medicine, the School of Nursing, the Graduate School of Biomedical Sciences, the School of Allied Health Sciences, the Marine Biomedical Institute, the Institute for the Medical Humanities, several research centers and a variety of academic, business and student support service units. In addition, UTMB owns and operates 7 hospitals and operates 107

Any person interested in registering with the UTMB CV Bank should send a vitae or resume and a letter of interest to: Mr. Dale B. Robinson, Director of Affirmative Action, UTMB, 301 University Blvd., Galveston, Texas 77555-0106. Materials provided to UTMB will be used only for the purpose of assisting in the filling of UTMB positions.

The University of Texas Medical Branch at Codiveston is an equal opportunity/attionative action university. MF/t (V) The University employs only persons eligible to work in the United States.



### RESIDENTIAL COLLEGE **ADMINISTRATIVE OFFICER**

UNIVERSITY OF CALIFORNIA. **SANTA CRUZ** 

The University of California, Santa Cruz is recruiting for a residential college administrative officer for Crown College. Reporting to the Vice Chancellor for Student Services, the incumbent will serve as the chief administrative officer of the college, with primary responsibility for the planning, development, and coordination of student life, business, and operational functions; and will collaborate with the Provost to develop programs which will enhance the academic environment of the college. Responsibilities: develop and coordinate systems and programs to ensure the efficient management of staff responsibilities and to enhance college operations; make complex budgeting and financial planning decisions; develop policy and programs to educate the residential community, and enhance understanding about a variety of social problems and issues. Requires: experience managing residential facilities in a college/university setting; budgetary and financial experience; personnel management experience; problem solving, conflict resolution, and negotiation skills; ability to develop and implement programs especially responsive to the needs and interests of a diverse student body. Contact (408) 459-2011 for Required Supplemental Application & copy of complete job description & requirements. Refer to Job #92-02-28. Starting salary: \$41,500-\$51,900\* (\*midpoint of range). Applications/résumés, completed supplemental & salary history must be received by 4/24/92 at the UCSC Personnel Office, 102 Communications Bldg., Santa Cruz, CA 95064. AA/EEOE.

or work experience with other nationalities, Appointment: Foreign section thrarian: 2 year contract renewable, commence Semiember; 20 working days holiday per annum: Salary range 4 to 5 million yen per annum: 11 library staff members serve university undergraduates pursuing business degrees, MBA students in Management laformation Systems, students of the affiliated college for sirls, Koryo International College and the university/college faculty members, all sharing a stunning campus in a central lapan location. The library bouses 2000,000 volumes, over 2000 periodicals (600 in foreign languages), and 100,000 microfiches. The major part of the collection is lo Business and Economics. The foreign

section includes over 80,000 volumes and the library houses a full text microfilm copy of the famous Kress and Ooksniths libraries, as well as an important antiquarian collection. The Assistant Librarian holds an MLS from an American university and some 25 foreign faculty and staff work on camous as well as many American-trained lapanese faculty members. Write, by 1st May, with résumé, short description of most recent library experience and addresses of referees, to Miss Bick Toguchi, Assistant Librarian, Nagoya University of Commerce and Business Administration, Sagamine, Nisshin-cho, Alchi, 470-01, Japan. Preliminary application by fax welcome, to 81-3617 4-0341.



 ${f A}$  calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college

every week in The Chronicle.

# STLAWRENCE UNIVERSITY **Acting Director of Upward Bound**

The Upward Bound program at St. Lawrence University seeks a skilled professional to serve as Acting Director, starting part-time in June 1992 and beginning full-time in August 1992. This appointment is temporary in nature and will end September 1, 1993.

The Acting Director is responsible for the overall management of the program, including working with four full-time stuff members, managing all program funds; serving as liaison with target schools, the campus community, and grant and program specialists; and developing programming to support project goals.

St. Lawrence University's Upward Bound Program is federally finded and serves 105 students from the St. Regis Mohawk Reservation, St. Lawrence and Lewis Counties. This appointment is contingent upon continued receipt of federal funding.

Qualifications: Bachelor's degree required, Master's degree preferred. The successful candidate must have demonstrated shiftles in program and staff management. Strong written and oral communication skills are required, as well as a strong commitment to the educational advancement of disadvantaged and at-risk students. The position requires flexibility with work hours. Some weekend and evening work is required in order to conduct program events.

Interested candidates should send a letter of application, résumé, and 3 professional references to:

d references to:

Dr. Donna Fish
Associate Dean for Academic Administration
Vilus Hall Room 106 St. Lowrence Universi Conton, NY 13617

Review of applications will begin April 3, 1992 and continue until a suitable candidate is found. St. Lawrence University is committed to fostering multicultural diversity in its faculty, staff, student body and programs of instruction. As an Equal Opportunity, Affirmative Action employer, we specifically encourage applications from women, minorities and persons with disabilities.

or facilities. Qualifications: Master's de-gree (proferably in librarisan hip). Minimum of three years' experience in library auto-mation or academic computing, including strong background in MARC-based biblio-graphic databases. Pleass submit letter of interest, resume, and the names, addresses and phone numbers of three professional references to: Dr. Stephen Poterson. Col-lege Librarian, Trialty College, Hartford, Connecticut 05106. Trialty College is an Affirmative Action, Equal Opportunity Employer.

Employer.

Library: University of Delaware Library Minority Residency. This is a two year program intended to increase the representation of minority librarians at the University of Delaware and to encourage the involvement of minority profosationals in academic leaderable. The program forms part of the library's affirmative action plan and reflects the University of Delaware's streng commitment to affirmative action. During the first year, the relident will have the opportunity to work with librarians in a number of the library departments, thus gaining broadly based experience. In the second year, the resident will concentrate in an area of responsibility that would further specific professional goals of the individ-

ual. The resident will be aligible to apply for available continuing positions in the University of Delaware Library. There will be opportunities for library consultres service, professional workshops and specialized trainings. Some travels support for participation in professional library organizations will be available. Qualifications: Receoi minority araduate from an ALA-sec.



ERSIT



### Director of Career Development

Ponoma College, one of the Claremont Colleges, is an independent, coeducational, residential, laboral arts college with approximately 1,400 students live in residence halls; the remaining students live in nearby communities and spend considerable line or carmons.

The Director of Career Development is responsible for developing, expanding and administering a full program of informational and educational services to students regarding career planning, graduate programs, internships and employment. He or she coordinates these activities with the staff of the Alumni Office, the Student Affairs staff, the college faculty, and with the career development offices of the other undergraduate colleges in Claremont. Specific duties include the following:

Develop and administer a varied program of workshops and seminars on career planning and decision making, job search techniques and strat-

Enhance and maintain the recruiter program, which brings to the cam-pus representatives from using fields of employment and from graduate and professional Schools, foundations, government, non-profit, private sector, and international organizations

Develop and maintain the partitione off-campus internship program by which selected students have internships, carried in addition to the regular academic program, in nearby organizations, such as the City of Fornara, Pomona Valley Medical Center, L.A. County Bar Association, local newspapers, and business internships.

Develop, expand, and maintain the career resource library.

Maintain a high-profile accessibility for career resource notary.

Maintain a high-profile accessibility for career counsuling with individual students and small groups, with emphasis on a needs assessment process with special programs and a variety of multi-cultural student groups. Coordinate the placement function of the college Work Study and Self Help programs and maintain a job-notice board for part-time and summer jobs, both on and off campus for all students.

Develop, prepare, and disseminate publications about seminars and other activities to make students aware of opportunities, both on and of

Oversue development and installation of the anticipated computer-assisted career listings resource to be established in the Career Develop-ment Office in the near future. Qualifications:

A Master's degree or equivalent; a commitment to liberal arts education, A Master's degree or equivalent, a commitment to interil arts education, as well as an understanding of its place in career preparation and development; three years of work experience commensurate with the experience required for career planning and development in a collegiate setting. Some experience in a small residential college, as a student or staff member, is desirable. Good organizational and program development skills, the ability to communicate effectively, computer knowledge, initiative, creativity, flexibility, and sensitivity are extremely important assets.

Conditions of appointment

The Director of Carcer Development reports to the Vice President and Dean of Students, and is a member of the Student Affairs staff, which has an overall responsibility to support the educational goals of the college and assist students in making optimal use of their experience at Pomona. The appointment is for twelve months, with a month's vacation and fringe benefits. Salary is negotiable. Pomona College is an Equal Opportunity employer. Application procedure:

Applicants should send a letter of application, a résumé, and a salary history, by April 1, to the Director of Career Development Search Committee, Office of Student Affairs, Pomona College, 550 N. College Avenue, Claremont, CA 91711.

والمرابل والمراود والمستورات المجاجم عاراه ماه الأسطاعة بمنابط فالأسائد والأسط

### BRYANT

### ASSOCIATE DIRECTOR, FINANCIAL AID

Bryant College, a nationally-recognized institution specializing in business and related fields, seeks individual to counsel parents/students; prepare awards; serve as lead for computerized financial aid applications. Related degree; 3+ years' experience; financial aid packing software experience; excellent administrative and interpersonal skills required. Competitive salary, excellent benefits. Send resume to Human Resources Office-C, Bryant College, 1150 Douglas Pike, Smithfield, RI 02917-1284. Bryant College is an ECO/AA employer, and an institution committed to diversifying its staff.

Ubvary: Northern Arizona University invites applications for four Bibliographic Services positions. Each involves academie professional status and a lenorth contract, Basic requirements: an ALA-accredited and an extensional status and a lenorth contract, Basic requirements: an ALA-accredited and an extensional status and a lenorth contract acquisitions system. Desired: Master's degree in a subject specialty. Salary: 528,000. Special Formats Cataloging Librarian performance and written communication special polynomial cataloging with anjor emphases on sectia and music materials. Supplies the salary of the salary

excellent oral and writter communication willis. More detailed tob descriptions are neulable upon recuest. Application review will begin on April 15, 1992. The searches will remain open until the positions are filled. Bibliographic Services Coordinator: managers the Bibliographic Services Department, with a staff of 21 FTE (5 professional liberarisms and 16 classified staff) heading all operational aspects of seguiations, binding, cataloging, physical processing and serials control, as well as creation and maintenance of records for the higrary's online catalog. NAU-CARL Registed: minimum of 5 years' successful management experience in an academic library sections as services department with experiste in at least one error. Cataloging, Acquisitions, Serials Control. Preferred: appreciate in at least one error. Cataloging, and understanding approving a librarian and 6 FTE staff expositions in department with a speriance with automated systems in support of technical services. OCLC in particular, Sainty: 333,000. Acquisitions, Including 1507 depository processing. Participates in departmental management (earn; and non-book acquisitions, including 1507 depository processing. Participates in department with a sperience in an academic library acquisitions of the book trade and seriols acquisitions and subject pecialist. Required: carried and incomplete a

### GLASSBORO STATE COLLEGE

ASSOCIATE DIRECTOR OF STUDENT RECREATION—Under the ASSOCIATE DIRECTOR OF STUDENT RECREATION—Under the direct supervision of the Director of the Student Center/Recreation Center. The Associate Director will develop and administer the policies and regulations of the Recreation Center; evaluate needs and make recommendations re-purchases and expenditures, identifies recreational needs, develops and implements programs to support those needs, coordinates the scheduling and utilization of the Center by all constituency groups. In the execution of these responsibilities, the Associate Director will work with a variety of on-campus and off-campus departments, offices, agencies and personnel to ensure compliance with the goals of the Recreation Center and with accepted practices in the field. The Associate Director of the Recreation Center, along with the Director, is responsible for hinng, training, scheduling and supervising the Recreation Center staff, which will include student employees, building managers, desk attendants, weight room managers, inframural supervisors and officials, lifeguards, etc.

DATE: July 1, 1992

DATE: July 1, 1992 SALARY: (533,419-546,782) Range U-24

A Master's Degree required in Recreation Administration, Physical Education or related area. Five years' experience in initiating and conducting a diversitied recreation program in a college/university, municipal or corporate setting preferred. Administrative skills, including intramural/extramural sports program in a college/university setting is beneficial. NJRSA Certification preferred. WSI, CPR, First Ald Certification beneficial.

Send résumé and supportive material by Thursday. April 30, 1992 to: Stu McGee, Chair. Peer Review Committee Wilson Music Building Glassburo State College Glassburo, NJ 08028

Glassboro State College is an Affirmative Action, Equal Opportunity Employer. Applications from women, minorities and the handicapped are encouraged.



### Music Library

Buswell Library of Wheaton College (IL), a Christian liberal arts college, is seeking a Music Librarian. The music library supports a Consorvatory of Music with ca. 250 majors. The collections include ca. 7000 accres, 6000 LP's, 1600 CD's, music reference materials and some collected sets. Books and periodicals on music are integrated with the main collections of library. The Music Librarian is responsible for all music acquisitions, cataloging (Dewey), processing and reference. As a member of the Public Services, the Music Librarian assists in providing general reference services for Buswell Library, Qualifications—Education: Graduate degree in library science from an accredited program, minimum of an undergraduate degree in music. Experience: 2-4 years' experience in an academic library is preferred. Languages: working locility in German and a Romance language preferred.

Send resume and request for application to Director of Human Resources, Wheaton College, Wheaton, IL 60187.

Wheaton College complies with federal and state requirements for modificationination in employment.



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### DIRECTOR **Center for Public Policy**

Temple University is searching for an energetic, creative and accomplished scholar to direct our Center for Public Policy. The mission of the Center is to conduct research and public service dealing with the public policy challenges faced by large metropolitan areas and by the states in contemporary America. The successful applicant will be eligible for faculty appointment in an appropriate academic department. Relevant experience and expertise in developing a coherent research agenda, attracting external funding, conducting public service educational programs, and developing a regular series of publications is desirable. The Center currently consists of several research and service centers, including the institute for Survey Research, Center for Social Policy and Community Development, Institute for Public Policy Studies, Social Science Data Library, Statistical Consulting Center, Center for Labor and Human Resource Studies, and Center for intergenerational Learning.

Temple University, located in the Philadelphia metropolitan area, is a multi-cultural, senior comprehensive, public research university with 1,700 full-time faculty members and a student enrollment of approximately 30,000. Our five campuses include 15 schools and colleges, and a major health sciences center with a teaching hospital.

Temple offers an excellent salary and benefits package. interested, qualified candidates should submit letter. resume and the names of three references to Search Committee, c/o Dr. Richard Joslyn, Acting Vice Provost, 5th Floor Conwell Hall, Temple University, Philadelphia, PA 19122. Applications will be reviewed beginning April 1, 1992. An equal opportunity, affirmative action employer m/f/h/v.

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### RESIDENCE LIFE

Director of Residence Life: Creative, energetic leader with commitment to the key role of residence life in a values oriented co-curriculum. Demonstrated competence in interpersonal rolations, professional staff supervision, student staff selection and training, community building, programing and budget. Master's degree in student development with five years' residence life experience.

Assistant Director of Residential Facilities (anticipated): Coordinate entire housing functions of eight residence halls, 200 apartments and 30 campus houses. Program approaching extensive renovation over the next five years. Must be knowledgeable of student affairs and have experience with purchasing, key card systems, refurbishing and renovation. Master's degree with three to five years' experience. Live-in position with excellent benefits.

Area Director (2): Both positions directly supervise one residence hall of 200 and oversee the operation of an area of 500 additional residents including 2 or more buildings. Major emphasis on creating community, leadership building, educational programming, advising, staff selection, supervision and training and working with other student affairs units. Master's degree in student development and sufficient residence hall experience are required. Live-in position with excellent benefits.

Mercer University is a small, private comprehensive university with 2,500 undergraduate students. The undergraduate programs are located on an attractive campus in a community of 150,000 about 75 miles south of Atlanta. Women and minorities are encouraged to apply. Anticipated starting date is July 1, 1992. Submit letter of application, résumé, and names, addresses and phone numbers of three references to J. Barry Jenkins, Dean of Student Affairs, Mercer University, Macon, GA 31207.

MERCER UNIVERSITY IS AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER.

bers of three references to: Jean D. Collins, University Librarian, Cline Library, P. O. Box 6022, Northern Arizona University, Fleatest, Arizona 8591; NAU is an Equal Employment Opportunity, Affirmative Action Employer. Minorities, women, handicapped, and veterans are encouraged to apply.

More detailed job descriptions are available upon request. Review of applications will begin on April 15, 1992. The searches will remain open until the positions are filled. Reference Librarian: provides reference Employee. conjection development, and onineted and configuration of the catabus, working closely with online catabus, working closel Library: The Cline Library invites applica-tions for three public service positions. Each involves academic professional sta-tus, a 12-month contract, and a budgeted hiring level of 523,500. Besic required qual-ifications are: an ALA-accredited MLS; excellent oral and written communications skills; and a strong service orientation.

# RULLETIN BOARD: Positions available

### **Associate Director** of the

### **Illinois Cooperative Extension Service UNIVERSITY OF ILLINOIS**

The Illinois Cooperative Extension Service is a local, state, and federal partership, administratively located in the College of Agriculture. Its purpose is to provide research based information to the people of Illinois. Program emphases include Agriculture and Environment; Community, Economic, and Leadership Development; Family and Youth; and Nutrition and Wellness (CES consists of a staff exceeding 60) FTE subject matter specialists housed in academic departments on campus and nearly 200 educational professionals distributed throughout the state. On an annual basis, ICES programs touch close to one million Illinois citizens, of many races and ethnic groups, young and old, orban and rurat, those with strong economic resources and those economically at risk. Nearly 40,000 volunteers help also and deliver those programs each year. plan and deliver these programs each year.

plan and deliver these programs each year.

Applications and nominations are being accepted for the full-time position of Associate Director. The Associate Director will, in close cooperation with the Director, be charged with the day-to-day operation of the organization. Under authority delegated by the Director, the Associate Director is charged with the Implementation, coordination, and administration of all CES programmatic, staff development, budget and fiscal, and reporting functions. The Associate Director works in a collegial manner with the Assistant and Regional Directors, and leads them in providing options for broad policy initiatives and decisions to the Director.

Required qualifications include an earned decturate and experience in a required quantities of the amajor extension service or similar educational organization; evidence of oral and written communication strengths and interpersonal skills. Desired qualifications include demonstrated excellence in scholarship justifying tenure in an academic unit; administrative experience indicating that the candidate can skillfully and concurrently handle multiple interpersonal, programmatic, planning, and reporting issues in a large educational organization.

Salary is negotiable. Nominations and/or letters of application and résumé should be sent to:

Dr. J. C. van Es, Chair, Search/Advisory Committee Cooperative Extension Service Attention: Mary Beth Munfiall 116 Mumford Hall 1301 West Cregory Drive (217) 333-9025

The position is available August 1, 1992. To ensure full consideration, applications should be received by April 15, 1992, or until an acceptable candidate is identified.

The University of Illinois is an affirmative action, equal opportunity Institution.

# COLORADO MOUNTAIN COLLEGE

### located on the Western Slope of Colorado

is accepting applications for the position of Director of College Facilities at the District Office in Glemwind Springs. Under supervision of the Vice President for Administrative Services, the Director is responsible for the College's fixed assets, motor pool, energy conservation, utilities and waste disposal, telephone systems, and facility grant funding. Successful applicants must have a background with heavy emphasis in major construction projects, including planning, construction cost nuasgement, documentation and coordination of projects with architects and confractors. This person will be responsible for the implementation of a \$40-\$45 million master facilities plan over the next 5 to 10 years. Bacheler's Degree (Master's preferred) and five years of related experience. Starting selections are also selected as \$35,978. Send letter of application indicating a dayline disphene number, detailed résumé and list of three professional references, to: Colorado Mountain College, Human Resources Dept.—PVR, P. O. Box 10001. Glenwood Springs, CO \$1002. Review of applicants will begin April 6, 1992. CMC is an EOE/AA/mit/vit employer and has the right to extend a closing date and/or reopen for an extended period of time.

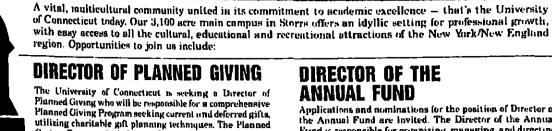
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son, and implementation of special collections and implementation of special collections and planning for history-wide services, through participation in committees through participation in committees at the forces, Qualifications: MLS from sub.A.A.cacredited library achool program. No or story years of professional catalogues experience preceditions catalogues experience preceditions catalogues experience prechamical catalogues are experience prechamical catalogues are experience prechamical catalogues of AACR2, LCSH, LCGH, for bibliographic description and creditions for rare books required. Familiant with on-line lategrated systems prechamical control of the process of

Bili. NAU is an Equal Employment Opmodulity. Aftirmative Action Employer.
Illiacritics, women, handicapped, and vettrans are encouraged to apply.

Library: Special Collections/Rare Book
Disloger, Provides original and adaptive
designated for the Rare Book and other
many contact to curators and staff of Speda Collections. Serves as prida Collections. Serves as pr

### A COMMUNITY OF EXCELLENCE



major responsibility of the position is to conduct a full schedule of cultivation and solicitation visits seeking l'innued Three or more years of experience in Development or it re-lated field are required as well as a Baccalaureate degree. A familiarity with Planned Giving techniques and charitable gift-related tax laws is essential. A high energy level, initiative, excellent interpersonal skills, effective written and oral ommunication skills are desirable. Compensation is competitive. (Search #2P9)

Giving Program includes marketing strategies involving direct mail, publications, and educational programs as well as cultivation strategies involving individuals and groups. A

### UNIVERSITY OF CONNECTICUT

### DIRECTOR OF THE ANNUAL FUND

Applications and nominations for the position of Director of the Annual Fund are Invited. The Director of the Annual Fund is responsible for organizing, managing, and directing Annual Fund programs that provide an increasing level of Annual Giving; solicitation of Unrestricted Gifts from all con stituent groups in support of the University's Operating Budget is a priority. The qualified candidate will possess a Bachelor's degree, and three to five years of successful, progressive experience in educational fund raising. Candidates should demonstrate organizational and communications skills, a commitment to public higher education, dedication to hard work, and desire for a cureer in Institutional Advance ment. Strong interpersonal skills, ability to recruit and motivate volunteers, and knowledge of solicitation techniques are requisites. Compensation is competitive (Search #2P10)

Interested candidates should send a letter of application, resume, and names of three references (indicating position of interest) to: Jeannine M. Upson, Assistant to the President for Administrative Affairs, The University of Connecticut, 352 Manufield Road, U-48, Storrs, CT

of diversity and, in that spirit, seeks a broad spectrum of candidates inbudge members of minerally groups, residen, and people with disabilities.

### **METROPOLITAN COMMUNITY COLLEGES** Kansas City, Missouri

Director, Francie Child Development Institute—Penn Valley Community College. Responsible to the Dean of Instructional Services for development, coordination and supervision of a multifaceted system for providing early childhood education and comprehensive child development services to students, child care providers, early childhood agencies, and parents. The institute encompasses a child development resource center, the child development lab center, and the Child Growth and Development Associate Degree program and is a collaborative effort involving the college, the KCMC Child Development Corporation and private philanthropy in shared responsibility. The successful candidate must possess a Master's degree in Early Childhood Education, Child Growth and Development or related area or a Master's degree in Education with experience in early childhood education and experience in child care administration and programming.

Salary commensurate with education and experience. Excellent benefits package. Initial consideration will be given to applications received by May 1, 1992. This is a specially funded position subject to the continuation of such funding. Submit a letter of application, current résurné, and names and telephone numbers of at least three references to Richard W. Drumm, Director of Personnel Services, Metropolitan Community Colleges, 3200 Broadway, Kansas City, MO 64111. A completed MCC Employment Application and official copies of college transcripts will be required prior to interview.

Equal Opportunity, Afiltmative Action Employer Minorities and Women Encouraged to Apply

with a strong comunitament to library service
for a tenure track position. As a fail-idmo
faculty member, this individual shares in
file library's instruction, reference, and relie library's instruction, reference, and re-

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### Visa Services Administrator THE JOHNS HOPKINS UNIVERSITY

### Homewood Campus

Reporting to the Registrar, the Visa Services Administrator is responsible for the processing of visa and related documents for international faculty, scholars and students on the Homewood campus of The Johns Hupkins University. The administrator maintains relationships with the local, regional, and central inunigration offices; with the local and regional labor departments; with the state department; with international agencies, such as HE (Institute for International Education) and USIA (United States Information Agency); and with immigration attorneys. The incumbent is expected to understand current immigration law and practice and to formulate applications of new laws to internal policies and procedures.

The individual in this position will handle most matters relating to faculty and scholars, especially Labor Certification, Permanent Residency Petitions and Walvers, and Labor Condition Applications. Shafte also determines off-campus work eligibility for students; and is expected to serve as contact for all internal offices with immigration or labor questions including academic departments and human resources and will disseminate necessary immigration, visa and other information to the population served.

The ideal candidate for the Visa Services Administrator will have at least three years of experience in visa work at a college or university and the ability to interact with and relate to international students and faculty. A master's degree is preferred. Support staff to be supervised includes a visa services assistant and an administrative accretary.

In order to be assured of consideration, send a résumé and the names and addresses of three references by April 15 to:

The Johns Hopkins University 34th and Charles Ste. Beltimore, MD 21218 Attn: Edward S. Warfield 146 Garland Hall

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does original catalogins and classification of library materials. Qualifications include an Al-A-accredited MLS; a minimum of 2 years' direct supervision in an academic or research library setting; original cataloging experience with monographs or serials and/or foreign language materials; experience with bibliographic utilities and local pittle-graphic systems; and knowledge of basic library acquisition procedures. Professed qualifications are a second master's describer, reading knowledge of a foreign language, knowledge of basic reference materials and experience in implementing change. This library is also expected to posses excellent interpersonal and comquencing actions acids, shifty to establish priorities, supervise a large staff effectively, build a rubilication record and teach, work under pressure and manage mutifiele describe. build a sublication record and teach, work under pressure and manage multiple deprands. Salary range is \$46.000 minimum, depending upon experience and qualifications, plus excelled benefits, for 12-nonth tenure track appointment at the assistant professor level. Pull faculty rank and responsibilities. Application deadline: post-marked by May 1, 1992. Must include application letter, festand and three current letters of professional reference addressing the particular needs of this position. Send to: Robert Andert, Chair, Search Committee for Coordinator of Technical Servicus, Ragmuson Library, University of Alaska Palronies, Fairbanks, Alaska 99775; (907) 474-7433, Pag. (907) 674-6841. Full lob description available. Faxed upon request. Anticipated starting date: Sentamber 1, 1992. Persons hired by the University of Alaska must comptly with provisions of the 1986 immigration Control Act and ere expected to possess a valid accial security another. The University is an EUAAA omployer and educational institution.

Library: Documents, Patents, and Periodi-cals Librarian. #2-061 Position is responsi-ble for administration and operation of Documents, Patents, and Periodicals De-partment, Dutter include reference services for these collections, hirlag, training, and superficient of five and consult research.

staff and student workers. Other duties include collection development. Reports to Assistant Director for Public Services. Qualifications: ALA accredited students for the start degree required. There years accepted the research library experience, experience with automated serials control, management of Government Documents and U.S. Patents and Tradensaria, desired. Demoastrated commitment to public service; evidence of sood oral and written communication skills, management and supervicory experience, demonstrated organizational skills; ability to work independently, and cooperatively, highly desired, Rank: Librarian Il. Salary: \$21, 312-332.688. Benefits: TAA/CREF, ife and health insurance. Deadline: April 30, 1992. Sand safer of soprication, resume, the control of soprication, resume, the control of soprication.

Library: Computer/Documents Librarian Requirements: ID and MLS from ABA- and ALA-accredited schools. Preferred its Wibrary experience, computer experience law ibrary experience, computer experience. Duties: maintains the law library computer lab; assists in CALR instruction; maintains the government documents collection and supervises 1,5 FTE employees; provices reference service and serves as a listicon to law faculty members. Some evening and weekend hours required. Tempertunck, Salary negotiable, Ayaliable; May 1, 1992. Raylew of applications will begin April 15 and will continue until position is filled. Sond lester, resume and 1 references to: Lynn Foster, Director, University of Arkansas-Little Rock/Pulnaki County Law Library, 400 West Markham, Little Rock, Arkansas T2201, UALR is an Affrontific Action, Equal Opportunity Engroyer and activety seeks the candidacy of vomen and minorities. Under Arkansa law, all applications are subject to disclosure.



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organization and practice of governance in the U.S. in both the legislative and executive branches, and intergovernmental relations. Subject areas include congressional organization and operations, civil rights, executive organization and the presidency, government operations and management, intergovernmental relations, legislative and budget processes, and political institutions and public opinion.

Position recuties a Bachelor's degree and three years of specialized experience, one year of which must have been at the GS-15 level in the Federal service or at a comparable level of dis-

ficulty outside the Federal service. Specialized experience must

For more information concerning this job opening, please call the Human Resources Operations Office, Library of Congress Washington, D.C. 20540 at (202) 707-1887 and request Vacancy Announcement No. 10586, Applications must be received no later.

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have demonstrated a broad knowledge of American national government and/or public administration.

Assistant Chief Government Division

### 

### THE UNIVERSITY OF TEXAS PAN AMERICAN LIBRARY DIRECTOR

The Charty Director is the chief administrator of the Library, sits on the Council of Deans; reports to the Vice President for Academic Affairs, and, is responsible for the overall management of library planning, automation, services, collections, the budget, the staff and public relations. The Director must be aware of emerging trends in academic libraries and have the foresight and managerial skills to goode the library into the twenty-first century. Applications and nominations are invited for this position.

REQUIREMENTS

Applicants must hold a master's degree in library science from an Al-A-accredited library school. An additional earned doctorate in library science or information science is preterred. A minimum of five years of progressively responsible administrative experience is required, preferably in an academic library. Applicants must demonstrate a command of the English language in written and oral communication and an appreciation of diverse cultures a working knowledge of the Spanish language is desirable.

QUALIFICATIONS
The successful candidate must be able to:

 Exercise annovative, creative and energetic leadership in building a library which integrates library services and resources with expanding liberal arts and graduate programs.

Stimulate, develop and evaluate a staff of professional and clerical employ-

ees.

• Communicate and work effectively with administrators, the faculty, students and other constituencies which utilize the library's resources or services.

klentely priorities and goals through an engoing planning process
 Marshal resources to provide effective programs, services and facilities.
 Incorporate technological advances in library operations and functions.

THE UNIVERSITY
Founded in 1927, The University of Texas-Pan American is a state-support founded in 1927. The University of Texas-Pan American is a state-support-ed, comprehensive university with an enrollment of almost 13,000 students and over 330 foll-time faculty. The 200-acre campus is fricated in Ethiopig, the pateway to the semi-tropical Lower Rio Grande Valley at the southern tip of Texas. UT Pan American offers associate, baccalaureate and master's degrees through the College of Aris and Sciences, the School of Education, the School of Business Administration and the Division of Health-Related Professions. The newest component of the University of Texas System, the university will soon offer its first doctoral program. Etinburg is located 60 miles from Brownsville, 75 miles from south Padre Island and 20 miles from the Mexican city of Reynosa.

LIBRARY The University of Texas-Pan American Library contains almost 250,000 volumes and over 1,750,000 other items. It is served by 12 librarians, 29 support staff and 67 part-time student assistants. The library uses the DRA online system.

The position is a twelve-month, non-tenured administrative position available Schlembor 1, 1992. Salary is competitive and commensurate with education and experience. Review of applications will begin on April 15 and continue until the position is titled. Applications and nominations should be

Mr. Antonio Villalobos, Director University Personnel Office The University of Texas-Pan American 1201 West University Drive Edinburg, Texas 78539-2999

Applications should include a current and complete resume, a thoughtful letter discussing the applicant's qualifications in reference to the list of qualifications provided above, and three letters of recommendation. Women and minorities are strongly encouraged to apply.

An affirmative action, equal opportunity employer

Library: Seriala Librarian. Portland State
University Library. Portland, Oregon. 12month terrure track faculty appointment
IASSISTANT Professor). Responsible for
management of the Scrials Section including ordering, receiving, involcing, binding,
and record mointenance for a collectine of
approximately 11,000 current serial filter.
Libras and supervises a staff of six puraprofessionals in the expenditure of a terials
budget of approximately \$1.5 million. Provides leadership in planning and managing
serials operations including implementation of a local serials control system. Qualifications localed A.A. accredited MLS degree; previous administration of a mediumsized aerials unit or a minimum of two
years of successful experience in an academic or large public library serials departmanit experience with automated serials
control systems, familiarity with foreign
tibliographics and tred terms, and with serials bibliographies in all forms and languages; and effective interpersonal and
cumnumication skills. Minimum salary:
\$29.016. Excellent fringe-benefits. Sead leiter of application, resums, end three recentreferences including abone numbers to: Seriut Librarian Search Committee, Director's Office, Portifand State University, Lilyvary, 934 S.W. Harrison, Portland, Oregon 9729-1151; phone: (504) 725-5780;
Flux; (504) 725-4324. Priority consideration
will be given to applications received prior
to April 30, 1992. Perfused State University
is an Emboyer.

Management Concord College, a respect-

the beautiful mountains of southern West Virginia, and incontains or some in the Manarement discipling for the incoming cardemic year. Applications and raminations will be accepted until the position in filled. Appropriate terminal degree of A.B.D. interest of the contained in the property of the contained in the property of the pro

West Virginia 24712. AARIOR.

Management: Southerstern Louisiana Untsairsily Management Department invites
spplicants for the position of Department
Hessi. Position available in August 1992.
Applicants simuld have a doctorate in Munagement or related filed, record of outstanding leaching and research/publications, and demonstrated ability/notential
for academic administration. Mine-month
appointment teaching two three-howcourses each senseter; samuers exten.
Salary commensurate with experience and
record. Interested persons should acad letter, resume, and references by April 22,
1992, to: Department Hent Search Comfoiffee, Department of Management, P. O.
Box. 330, S.LU. Hammond. Louislana
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beautiful mountains of southern West Vir-pinia, anticipates an opening in the Market-ing discipline for the upcoming attademic year. Applications and no minations will be accepted until the nosition is filled. Appro-priate terminal degree or ABD status re-quired. Respond to Dr. Smiley W. Wants-erford. Chair. Division of Business and Economics. Concord College, Athens, West Virgolia 24712. AA/EOR.

Mathematics: MacMurray College invites applications for a tenure-track position in Mathematics beginning in August, 1992, at the instructor or Assistant Professor (sve). Ph. D. in Mathematics preferred. Experience in teaching cakeulus and upper-division courses preferred. Training in computer science a pion. Minorities encouraged to apply. Send letter of application, curriculum vitue, graduate transcripts, and names of three references to Dr. Jim Goulding, Vice President for Academic Affairs, MacMurray College, Jacksonville, Illinois 62650; telephone 217-479-7016. Deadlins is April 10. AA/EOE.

ter of appliculon, resums, and three recent reference's including phone numbors to: Soriula Librarian Search Committee, Director's Office, Portland State Dalvorsity, Library, 94 S. W. Harrison, Portland, Oregon 97207-1151; phone: (301) 723-780; Flux: (503) 724-424. Priority consideration will be given to applications received prior to April 30, 1992. Portland State University is an Emissi Opportunity and Affirmative Action Employer.

Management: Concord College, a respective of solution of the policy of the consistent of the policy of the consistent send in the latters of the consistent send in the department of Mathematics and Computer of the consistent send in the department of Mathematics and Computer Science, Sens Latter of applications, vita, transcripts and three latters of references to Professor Esteban Poffield, Department of Mathematics and Computer Science, Whosh College, P. O. Box 352, Crawfordsvilla, Indiana 4793. Deadline

Mathematica College of the Redwoods in Eureka, California, needs Math Instructor. Full time tonure track position on the beautiful Pacific North Cost. \$29,122 to \$44,038. Starts August 13, 1972. Application deadline; April 17, 192 to 9.500 PMJ. Obtain groligation materini: Personnel Office, 7331 Tompkina Hill Road, Eureka, California 95501, (707) 445-6850. ROIL.

Mathematics: Coorgias: Court College seeks applications for a tenure-track Assistant Professor position beginning August, 1992. A Ph.D. in mathematics and demonstrated successful provious teaching experience are required for this full-time position. Special consideration siven to applicants in topology or mulyuls. Candidate is expected to teach both undergraduate courses and courses in a Blaster of Arts in Muthematica program. Send ister of application, vita, graduate transcript, and three letters of reference to Chair, Department of Mathematics, Coorgian Court College, Lakewood, New Jersey, 08701. AA/HOE.

### Georgetown University Law Center

ASSISTANT/ASSOCIATE DIRECTOR OF ADMISSIONS

Georgetown University Law Center seeks two Assistant/Associate Directors of Admissions to participate in all aspects of our successful Admissions program. Located just a few blocks from the U.S. Capitol, the Law Center attracts an extremely varied pool of applicants. Our community is both culturally and racially diverse with substantal evening and graduate distants.

These positions require excellent communications skills: public speaking, interpersonal and writing.

Responsibilities include: participating in applicant review for both J.D. and LLM. programs, meeting with applicants, and assisting with overall management of admissions office, extensive requirement travel. Qualifications: J.D. degree required Law School admissions experience

Salary commensurate with experience. Competitive benefit package. Full-time non-faculty, academic appointment. Positions available for 1992-1993 academic year. Send résumé, salary requirements and letter of interest by April 15, 1992 to:

Terri A. Greenslade Office of Admissions Georgelown University Law Center 600 New Jersey Avenue, N.W. Room 50 I Washington, DC 2000 1

### MEN'S BASKETBALL COACH

West Virginia Wesicyan College is seeking a coach for men's inter-collegiate baskelball.

Responsibilities would include recruiting, budget management, scheduling, planning, teaching and leading of players in practice and intercollegiale contests.

Teaching responsibilities will also be assigned.

A Master's Degree and coaching experience are required. This is a non-tenure track. 10 month appointment. Must be available by July 1, 1992, or sooner.

Dr. George Klebez Director of Athletics West Virginia Wesleyan College Buckhannon, WV 26201

Deadline for application is MARCE 27, 1992. WV WESLEYAN IS AN APPIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

### DIRECTOR OF **MINORITY** SCIENCE & **ENGINEERING** PROGRAM

Send application and résumé lo:

College of Engineering Reference \$92-040 Balery: \$2,457-\$4,456/mo.

Besking experienced professional to be responsible for the everall management of the Program. Areas of responsibility include: program promotion, fund resisting, budget management, student recruitment, curriculum pitanning, advising/career counseling, study center operation, learning services (academic classes, tutoriat services, summer programs), mentoring programs, acholerable program, industal involvement, database management, and program valuation.

and program evaluation.
Requires Bachelor's degree (Maeter's or Ph.D. preferred) in engineering/actience field, education, or related area. Desirable qualifications include: excellent proposal writing skills and fund-raising ability; experience in academic program administration; knowledge of angineering/selence disciplines and university procedures; and commitment to collaborative learning approaches.

Senti letter of application and re-sumé by April 10, 1982, to: Mariene Davideon, Coltege of Engineering, FH-10, University of Washington, Se-attle, WA 93195. The University of Washington is an Equal Opportuni-ty Affirm

**UNIVERSITY OF** WASHINGTON

Mathematics/Computer Science: Faculty opening for September 1992. Oxfo Domfolcan College is a small private Calholic coedurational college of liberal sits and science, with a sirong core humanities program. The College has a full-time, tenure track opening in the Mathematics and Computer Science Department for the fall of 1992. Duties include teaching a wide range of undergraduate mathematics and computer science course services. ence, with a strong core humanities program. The College has a full-time, leaves track opening in the Mathematics and Computer Science Department for the full of 1992. Duties include teaching a wide range of undergraduate mathematics and computer science courses. A strong commitment to quality teaching is expected. An earned doctorate is Mathematics, Computer Science or related floids preferred. A Masser's degree considered, but Ph.D. required for tenure, lainterested applicants should tend a vita and three references by April., 1992 to Thereas Hollerns; Ohio Pominican College is an Equal Opportunity Employer.

### PROGRAM OFFICER

California Council for the Humanilles seeks a Program Officer for San Diego to assist applicants, review grant applications and atonitor projects, represent CCH to a broad spectrum of academic and public groups; and develop and assist with CCH-directed initiatives. Req. M.A. fin a humanities discipline (Ph.D. pref.): excellent communication; skills; ability to work with all sectors of CA population. Ability to communicate well in Spanish strongly desirable. ECE. Salary: \$29-33K. Starling date: 5/1 pref. Send letter of interest, resume, and 3 references by 4/10 to: Scarch Committee, 312 Sutter Street—Suite 601, San Francisco, CA 94108. No calls.

Mechasicai Engineering/Technology: In-strictog: Assistant Professor. Tenure track, Tench courses in Engineering Draw-ing, GraphicaCommuters, Technical Draw-ing, Architectural Drawing, and CAD Ap-pications. Other responsibilities include: saudent activisement; college and communi-ty service; professional development. Miss-ter's derive in Mechasical Engineering, Mechanical Engineering Technology or a resited field, and three years of successful work experience in memifecturing, archi-

### OFFICE OF DEVELOPMENT Rensselaer seeks an enthusiastic, goal-oriented develop-

ASSISTANT DIRECTOR, ANNUAL PROGRAMS

ment officer to join a team of experienced, highly energetic professionals who will be responsible for seeking support from alumni and friends for gifts of \$2,000 and above for annual purposes. This person will work with a growing cadre of volunteers who will assist in the identification, cultivation and solicitation of Rensselaer alumni and friends in selected regions and class years. Primary responsibility will be for leadership gifts to the Rensselaer Fund and other Institute priorities.

The successful candidate will possess a Bachelor's degree or equivalent, a willingness to work aggressively in a fastpaced office that seeks to significantly increase the level of unrestricted support to Rensselaer, and the ability to travel approximately 25 percent of the time. Excellent organizational, written and verbal communication skills are required In addition this candidate must be able to work cooperatively with other development professionals and senior volunteers. Familiarity with computers is desirable. Opportunities for growth and advancement are excellent. Salary commensurate with experience.

For consideration, send your cover letter and resume, along with a copy of this ad, no later than April 3, to: Employment Manager, Rensselaer Polytechnic Institute, 110 8th Street, Troy, New York 12180-3590.

### Rensselaer

Rensselaer Polytechnic Institute is an Equal Opportunity/Affirmative Action Employer

### STUDENT ACTIVITIES/ COLLEGE UNION

Assistant Director for Programs of the Setzer Student Center, Leman University, Beaumont, Taxas. Responsible for all student programming by the Student Center Council and for need assessment, planning, designing, budgeting, implementing, and svaluating programs and services for a diverse student population. Council is charged to provide community-building programs which shahene the educational experience of students and which fill their social, recreational, and cultural needs. Responsible for designing and implementing leadership and skills training experiences and programs for Council leaders and volunteers. Performs in other student life programs as assigned and as appropriate. Reports to Director of Student Center. Salary negotiable, commensurate with experience. Position available now. Candidates must possess a Master's degree in an appropriate field; must demonstrate strong verbal and written communications skills; must have demonstrated experience in working offectively with individuals and groups; and must demonstrate a strong commitment to co-curricular and multicultural programming. For full consideration, letters of application, resumé, and the names, addresses, and telephone numbers of three references should be postmarked no later than April 3, 1992, to Lemar University Human Resources Office, 1030 East Florida, Beaumont, Texas 77710.

Medical Technology/Emergancy: Instructor/Program Director of Emergency Medical Technology. The Instructor/Program
Director will be responsible for the program's administration/leadership, including course development, supervision of
clinical instruction, exademic advisement,
participation in faculty development and
related duties of Division of Career Studies
and the College. Candidate must be certiminimum Associate of Science degree
(B. S. degree preferred). Experience must
include pro-hospital care emphasis; preferonce to candidate with critical care experionce to candidate with critical care experiones, ACLS instructor certification, domonstrated classroom instruction excellence
and financial management skills. Applicaion inview will begin immediately, continuing until position filled. Appointment
date; ASAP. Salary commensurate with
qualifications, experience. Send letter of
applications, résume, official JSCC application and transcripts to: Personnel Office,
Juckton State Community College, 2046
North Parkway, Jackson, Tennessee
38301-377. AA/EGL

Mechanic at Engineering Technology or a related field, and three years of successful work ext-perience in manufacturing, architecture for related industry required. Will consider indirecture for related industry required. Will consider indirecture for related industry required. Will consider indirecture for related area. Proad know-cine of mechanical movers toward a Master's Describer in provious teaching experience. Letter of applications and experience. Letter of applications and reprince. Letter of applications and reprince for the characteristic for the continuous provides and provides and promotes education and resume, which must be received by Amid 24, 1992 to Director of Employees. Callege of Assiculture and Themotoxy. Mortiville, New York 13408. An EEO/AA Employer.

Media Services Media Services Technology emplasis required. Experience in audio, snaphics, photography, video incella, and interactive video ent vinoment. Two years' work related experience required. Annual snary: \$30,000. Applications will be reviewed berning A pull 15, 1992 and will be accepted and the pendion in filled. Women and miller revents of continuous and recommentative, Valparaiso, University, Valparaiso, Indiana 40383. AA/10 and the pendion in filled. Women and miller revents of continuous and recommendations. The pendion and filled. Women and miller revents of continuous and recommendations and recommendations. The pendion in filled. Women and miller revents of continuous and recommendations. The pendion in filled. Women and miller revents of continuous and recommendations are reported to applications is darked 31, 1992 and will be accepted to applications in the pendion in filled. Women and miller revents of the marine 40383. AA/10 and the pendion in filled. Women and miller revents of the marine 40383. AA/10 and the pendion in filled. Women and miller revents of the marine and recommendations and recommendati Music: Young Harris College steks appli-cants for tenure-track position as choral music director. Young Harris is a two-year Methodisi-affiliated college with an excel-tent academic reputation for precessing an-

dents to transfer. Location: two hous north of Atlants in the beautiful Georgia mountains. Barollment: 450. Minimum requirements: Master's degree in music, concentration in voice. College leaching experience preferred, Position begins September I. Send cover letter, vite, two letters of recommendation, and other supporting materials by April 25 to Dr. Clay Dotson, Academic Dean, Young Harris College, Young Harris, Georgia 30382; telephone: 14041 379-3111.

Music: Assistant Professor of Piano, full-time, tenure-track, beginning August 1, 1992. Teach undergraduate and graduate applied piano, literature, and pedagoate Responsibilities will include solo and chamber music performances and related promotional and recruitment activities. Qualifications: advanced degree in piano or equivalent in professional experience; sec-cess as college teacher, solo chamber mudistillations. experience. Send letter of application, résumé, official JSCC application, résumé, official JSCC application state Community Collège, 2046 North Farkway, Jackson. Tennessee 38301-379. AAFEOR.

Minority Affairs Valparaiso University invites applications for the position of Coordinate of Multicultural Programs. A private, comprehensive university employers. Page 27403. Application deadline: April 174 Applications for the position of Coordinate of Multicultural Programs. A private comprehensive university employers. Page 27403. Application deadline: April 174 Applications for the position of Coordinate of Multicultural Programs. A private comprehensive university employers.

IX/section 304 employer.

Music Plano Teacher/Artist. Non-tenure track position. Beginning August, 1992. Teaching applied piano, assist with the International Plano Competition, maintain active on and off campus performing schedule, recruit. Master's Degree required. Doctorate preferred, National (International preferred) reputation as a solo and chamber performer, studio leaching experience. Salary is competitive. Applicants should aubust a cover letter, resumé, three letters of recommendation and a performance tape (please include a self-addressed stamped envelope for the return of your tape) to: Dr. Ray A. Matzahn, Dean, School of Arts and Scionces, Missourt Southers State Colless, Joplin, Missouri 64801-1595. EEG/AA employer.

# **BULLETIN BOARD:** Positions available

### Residence Life Position AREA COORDINATOR (Live-on)

Appalachían

APPALACHIAN STATE UNIVERSITY invites applications for the posi-tion of Area Coordinator in the Department of Residence Life. Appala-dian State University, established in 1899, is located in Bonne, North Carolina, near the borders of Virginia and Tennessee and in the inidst of one of the most popular year-round recreation areas in the Eastern Unit-ed States. A member institution of The University of North Carolina System, Appalachlan State University has an enrollment of more than 11,500 students and offers both undergraduate and graduate degrees in over 170 different program areas.

over 170 dimerent program areas.

RESPONSIBILITIES: Primary responsibility for student development and management of a residence hall community of 1,200 students. Area Coordinators report directly to the Director of Residence Life. Major responsibilities of the position include:

Supervision, selection, and development of training programs for 4 5 graduate hall directors and 25-30 RAs.
 Serve as instructor for Resident Assistant class.
 Member of the Central Staff.

Member of the Central State
 Chair of departmental committees.
 Interpretation and enforcement of University and residence hall reg-

strative functions for operation of community OUALIFICATIONS: Prefer a Master's degree in Student Personnel. Counseling or related academic field. 1-3 years' full time residence half experience; experience in leadership development; alcohol education; non-traditional housing a plus.

SALARY AND BENEFITS: Starting salary \$20,574; plus state fringe benefits, furnished apartment and utilities. APPLICATION PROCEDURE: Prospective applicants should forward a letterofiniterest, résumé, undergraduate/graduate transcripts and names and phone numbers of three references to:

Appalachian State University Personnel Office Area Coordinator Search Founders Hall, ASU Boone, NC 28608

(A North Carolina employee application will be sent and must be com-pleted before deadline.) NOTE: For more information, contact: Rick Gols, Search Chair, at (704) 262-2160. APPLICATION DEAPLINE: Until post-Seath Chair, at (707) 2022-100. With April 13, 1992 will receive priority consideration. Clusing date for search process—June 1, 1992. Fax: (704) 262-6489, ATTN: RICK GEIS, ASU.

A MEMBER INSTITUTION OF THE UNIVERSITY OF NORTH CAROLINA AN EQUAL OFFORTUNITY EMPLOYER



### DEVELOPMENT Waynesburg College

Waynesburg, Pennsylvania 15370 Waynesburg College, an independent, liberal arts institution in Southwestern Pennyivania, seeks a dynamic Director of Development. Reporting to the Vice President for Institutional Advancement, the Director of Development will oversee all Annual Fund operations and planned giving programs, and will play a central role in the institution's forth orning capital campaign.

A backelor's degree, strong interpersonal and communications skills, and experience with computer information systems are required. Preference will be given to candidates with three or more years of successful development experience in an educational or related non-profit setting. The Director of Development should be an energetic, highly motivated fund raiser with an understanding of, and commitment to, the mission of a small, church-related tolicae.

Waynesburg College has achieved record enrollment growth, solid success infind raising, and a position of educational progress and academic linuovation. Serving 1,250 full-time students on a picture-que campus one broat from Pittsburgh, Waynesburg College offers students broad knowledge required for global citizenship and leadership opportunities in service to others. The College enters its 143rd year with a realtimation of its church-related heritage, a sound strategic vision, and a dedicated faculty and administrative staff.

Salary is negotiable. The position is available immediately. Applications will be accepted until the position is filled.

Candidates must submit a letter of interest, a current résumé, and the names, addresses, and phone numbers of three references to: The Personnel Office, Waynesburg College, Waynesburg, PA 15370. AA/EOE.

Ancidos in music theory. Review of material begins April 20, 1992, and continues soil position is filled. Send tetter of application, via, names and telephone numbers of three professional references to: Dr. Boadd A. Williams, Chairman, Music Desatta. Williams, Chairman, Music Desatta. Williams, Chairman, Music Desatta. Was virging 15755. Sample programs the time recordings about not be sent at this time. Marshall University, the Afternative Action Employer. Minorities and this time. Marshall University is an Aftron-this action.

stractor of lazz Studies/Guitar Instructor, The Aburn University Department of blusic sceks an Assistant Professor temper track) to these lazz Studies and to tack Guitar to undersanduate and graduate such endors. Duties will be to teach inzz comes and conduct lazz ensembles, and to teach suitar performance and related corners, Preformance and lazz). Doctorate suitar performance as later to candidate, with exceptional performance skills in sular (classical and lazz). Doctorate Referred, Master's Degree results of the suitar performance and directing and prioramance apperiences, and successful directing the teaching experience at the college or 131,000 for 9 months. Appointment will be also beginn must facules: 1 a lotter of intent to its position, 2) current relation, 3) it mandates of the Current relation, 3) all so for the current school, 4) performance tape, and 3) a list of these to five current relation, 3) all so for except, Review of complete applications of consideration, complete applications and consideration, complete applications of consideration, complete applications and consideration, complete applications and considerations are considerations.

women are encouraged to apply.

Music: Orchestra Conductor/Music History: The Auburn University Department of Music seeks an Asistant Professor rienters track! to conduct the University Orchestra, who also has sufficient, documented training and experience to teach Music History at the undergraduate and graduals levels. Doctoral degree preferred, Masters required. Evidence of successful directing and performance experiences, and successful teaching experience at the college of high school level preferred. Salary will be \$25,000 for nine months. Appointment will begin September 16, 1992. A complete application must include: 1) a letter of intentic apply for the Orchestra Conductor/Music History position. 21 current professional references. Review of complete applications will begin in late April. To be assured of condideration, complete applications will be postmarked no later than May 1, 1992. To apply, submit a complete application to: Dr. Wayne Hoors, Chairman, Conducting/History Seath, of Consultee, Department of Music, 101 Goodwin Hall, Auburn University, Habama 3649-5426. Auburn University is an Equal Opportunity. Affirmative Action Employer, Minorities and women are encouraged to apply.



### COORDINATOR

**TECHNOLOGY** SERVICES

Scottsdale **Community College** 

The Coordinator of instructional Technology Services promotes the use of new information technologies in instruction throughout the col-lege and also collaborates with fac-uity in the development and impla-mentation of technology-related ap-proaches to instruction.

APPLICATION PROCEDURE: The deadline for completed applica-tions is 5pm, Tuesday, April 28, 1992

 a completed application form We highly recommend that applica-tions also include the following: • a aurrent detailed résumé • a letter of interest

Maricopa Community Colleges Employment Office Mon-Fri 8am-5pm Phone. (602) 731-8466

AA/EOE Women and minorities are encouraged to apply



INSTRUCTIONAL

proacties to instruction.

Specific duties include researching, evaluating and advising on current trands and developments in information technologies, identifying and developing afternative funding resources and directing the work of other staff members

Applications must include the fol-lowing:

FOR REQUIRED APPLICATION FORMS AND INFORMATION CALL.

ASSISTANT DIRECTOR

**FOR** 

RESIDENCE LIFE

California State University, Los Angeles has a challenging position for a motivated professional to provide leadership, student housing management and coordination of a residential life program. Position requires responsible professional student services experience in resident assistant training, selection, supervision, student government advising, and a Master's degree. Experience in and sensitivity to a very ethnically diverse student population essential. This is a live-imposition with an annual safary of \$22K-\$40K. Send résumés by 4/13/92 to Silvia Gonzalez. Employment Manager, Jub #1033, California Stale University, Los Angeles, 5151 State University Drive, L.A., CA 90032-8534.

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School of Nursing UNIVERSITY East Carolina University

Applications and nominations are invited for the position of Director of Research in this large NLN-accredited School of flursing. Responsibilities include conducting research, facilitating faculty research, preparing proposals, collaborating in research with clinicians, and teaching as appropriate. Successful candidate must hold a doctoral degree and demonstrate evidence of published research. Master's in nursing and three or more years' experience in nursing or health science research is preferred.

East Carolina University is part of the University of North Carolina system and is located near the Atlantic Coast in a rural area. The School of Nursing, along with the Schools of Medicine and Affled Health, is a part of the Division of Health Sciences.

Screening will begin April 15, 1992 and will continue until the position is filled. Letter of application, transcripta, vita, and the names of three references should be sent to:

Dr. Martha Keelmer Engelke, Chair Search Commiltee for Director of Research East Carolina University School of Muraling Greenville, North Carolina 27858-4353

AN APPERMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

Music: Vocal/Choral Conductor. Auburn University, Department of Music, soeks an Assistant Professor (tenure track) to teach Appiled Voice at the undergraduate and aradnate levels and to assist with the University Choira as needed, Doctoral degree preferred, Moster's Degree required. Evidence of unccessful conducting and vocal performance experiences, and successful teaching experience at the college or high action level preferred. Salary will be \$15,000 for 9 months, Appointanent will be called somewhat 16,1922. A complete application must localude: 1) a letter of intent to apply for the Voice/Choral Conductor postcation must include: [] a letter of intent to apply for the VolceChoral Conductor position, 2] current resume, 3] transcripts, 4] performance tape (vacel and chort), and 5) a list of three to five current professional references. Review of complete applications will beain in late April. To be assured of consideration, complete applications will be postmarked to later than May 1, 1992. To apply, submit a complete application to Dr. Thomas Smith, Chairman, Volce/Conductor Search Committee, Must Department, 101 Goodwin Halt, Auburn University is an Equal Opportunity, Affirmative Action Employer, Minorities and women are encouraged to apply.

Musica Linfield College aceix a teacher-ad-ministrator sensitive to the unique potential for superior music instruction within the nurturing activionment of an outstanding residential liberal arts college. Tenure brack faculty position. Appelatment at associate professor level expected, professor rank considered. Required are (a) doctorate in music, (b) evidence of successful teaching, leaders by, and organizational nod adminis-trative experience, (c) strong formal back-ground in music theory-composition, (d) understanding, compriment, and seasitiv-

ity to broad-based music curricula lachading lazz and commercial elements, and (a) ;
studio teaching competence. Low brass a
specialization preferred; other applied arcas such as keyboard or string considered. Responsibilites include ocalemic and devertopmental leadership of a music department at work to improve student recrutting,
curriculum, growth and success in egroliment, academic development, and facel
management. Submit letter of application
addressing the qualifications above, three
letters of recommendation sent directings
Linfield, and transacripts of college and imversity work, to Dean Kenneth P. Goodrich Linfield Carles Mediunyllic, Orarich, Linfield College, McMinnville, Ora-gon 97128. Screening begins April 27, 1992. AA/EOE.

AA/EOE.

Music: Instructor/Assistant Professor—Band Director, temporary position, academic year 1992-1993. Beginning: July 13. Qualifications: Doctorne preferred minimum of 3-5 years of teaching experience including high school and/or university levels in teaching, conducting bands, student teacher supervision; proven track recorder student recruitment destrable. Teacher-performer on tube or french horn preferred. Responsibilities: To conduct Marching? Symphonic Bands, teach classes in Conducting, Instrumental Music Methods, a service course for non music majors. Supervision of student teachers and studio teaching of low brast instruments, Must be active in student recruitment for the department, Deadline: April 17. Send: Letter of recommendation, transcripts, asambles of recommendation, transcripts, asambles of recommendation between the selector of soldensemble performances. Seagh Committee, Band Director Position, Music Department, Charlon University of Pennsylvania, Clarion, Pennsylvania 16214.







**Rollins College** 

Winter Park, Florida

**Director of International** 

& Off-Campus Programs

Rollins College seeks a Director of International and Off-Campus Programs. This is a twelve-month administrative position; for candidates with appropriate academic credentials, some teaching may be pussible. The Director, who reports to the Dean of the Faculty, is responsible for developing international education at Rollins and for directing and promoting Rollins' five international study programs and all study-abroad activities on the Rollins campus.

QUALIFICATIONS: Extensive experience administering in-ternational programs for U.S. college students and directing a college study-abroad office; experience in designing and con-

ducting orientation and re-entry programming for students; demonstrated effectiveness in working with faculty, administrators, and students; professional affiliations with and involvement in international education associations; masters

degree (Ph.D. preferred). An appreciation and understanding of teaching and administration in a private liberal arts college

This position will commence summer 1992. Resumes and a

least three professional references (including phone numbers) should be forwarded to: Chair of Search Committee, Director

of International and Off-Campus Programs Search, Office of the Dean of the Faculty, 1000 Holl Ave. - Box 2749, ROLLINS COLLEGE, Winter Park, FL 32789. Interviews will take place

at the NAPSA Chicago Convention in late May.

Rollins College assures equal employment opportunity through a continuing and effective affirmative action program. Minorities and women an exercouraged to a payly. Rollins maintains a non-smoking policy for academic and adminis-

### Library

### Trinity University, San Antonio, Texas Two Positions

Irinity University Library, San Antonio, Texas, invites applications for two

Positions

Head Cataloger—Responsible for the daily operation of the Cataloging Department, determining whilelow and allocation of resources, determining and documenting cataloging policy, based on accepted cataloging standards and local practice, direct supervision of the copy cataloging and processing units, and original cataloging of difficult materials. Serves as the major resource for cataloging questions from other librarians and from staff, and is especied to have substantial original cataloging expertuse (books and senals). Qualifications for this senior level position: Riouledige of and experience with AACR2, LC5H, LC, and OCLC (required), 4.5 years' progressively responsible supervisory experience, including copy cataloging, highly desirable, demonstrated communication and training shills, knowledge of at least one lorigin language, preferably German or a Romance language, experience with an automated cataloging system, preferably NOTIS, and familiarity with the use of microcomputers. Assistant Professor rank with tenure-track. Salary minimum \$30,000, higher depending on experience or other qualifications.

Reference Librarian/Bibliographer—Primary responsibilities involve liai-

mum \$30,000, higher depending on experience or other qualifications. 
Reference Librarian/Bibliographer—Primary responsibilities involve liaison work with selected departments, including user education, collection development, and online computer searching, as well as general reference duties tincluding scheduled evening and weekend hours). The Reference Department consists of five librarians and two assistants who report to the Assistant Director for Public Services and Collections, Preference will be given to candidates with an academic background including a graduate degree in a humanities or sucial sciences discipline. Microcomputer experience and a strong interest in reference automation applications preferred instructor or Assistant Professor rank with tenure-track. Salary minimum \$24,000, higher deponding on experience or other qualifications.

The qualifications for both positions include an appreciation for and commit-ment to undergraduate liberal arts and sciences crucation; initiative, energy, and creativity: good interpersonal skills, the ability to function effectively in a complex organization; strong professional commitment; interest in research and publishing, and an ALA-accredited MLS. In short, we seek academic librarians who wish to function in a campus community as academics and as

Both positions are twelve-month appointments, with TI/A/CREF and other fringe benefits, and are available as easy as June 1. Send letter of application, detailed resumé, placement life it available, and names of three references to Richard Meyer, Director of the Library, Tristy University, 715 Stadium Drive, San Astonio, Texas 78212. Deadline for receipt of applications is May 11.

Trinity University is an Equal Opportunity, Affirmative Action Employer, we especially encourage applications from minorities

# THE STATE UNIVERSITY OF NEW JERSEY Campus at Newark

### ASSOCIATE DIRECTOR

### **Teaching Excellence Center** Newark Campus

Rutgers University, Newsrk Campus, invites applicants for the posi-tion of Associate Director of the newly-established Teaching Excel-lence Canter. This individual will work with the Center Director and Faculty Advisory Board in setting and implementing policies for enhancing and evaluating teaching by undergraduate and profes-

Responsibilities include a leadership role in the development of campus-wide programs, seminars, and workshops; providing professional and technical expertise to individual faculty members and departments; representing the Center on various external committees and agencies; the design and refinement of effective methods of teaching evaluation; and campus-wide coordination of the University student evaluation of undergraduate courses.

A Master's degree and several years of experience conducting effective programs and activities in faculty development and teaching assessment in higher education are required.

The position is available immediately. A letter of application including salary requirements and a current resume should be addressed to Prolessor Rosa Oppenheim, Director, Teaching Excellence Center—Newark, RUTGERS UNIVERSITY, 92 New Street, Newark, NJ

Full health benefits. Tultion remission for employee and children. 12-month position.

Rutgers University is an Equal Opportunity, Affirmative Action Employer.

Music: The Music Department at the Uni-versity of Wisconsin Oshkosh seeks cand in Chicago and Minecapolis. The Universi-dates for a one-you, asthutical regiacecetaity of Wisconsin Onlinean seeks candidates for none-your submitical replacement. Academic Staff Lecturer in Wood-winds. The Music Department, along with the Art Department and the Theatre area, is part of the Fine and Performins Arts Division of the College of Letters and Science. Responsibilities: teach applied saxophone and clarinet; perform in faculty chamber and clarinet; perform in faculty chamber and clarinet; perform and industry chamber and clarinet; performing consultations of customic stations and departmental needs. Requirements: Mester's degree minimum; clarinet sufficient on and experiment and performents. Starling after is September 1, 1992; salary compositive. Screening will begin March 9, 1992; deadline for application; 1992; adaly compositive. Screening will begin March 9, 1992; deadline for application, resumd, three current fetters of recommendation, official transcripts and performance tape to Chair, Woodwind Search Committee, Department of Music, University of Wisconsin Ocinicash, Othicosh, Wisconsin S4901-8036. An alphabetical list of all nonlines and applications, without differentiation, may be released following the closing date. The University of Wisconsin Ochicosh of 11,000 students located in the Pox River Valley of northeastern Wisconsin, it is within 80 miles of Madison and

professional growth. The University of Wiscondin Oshkosh is an affirmative action, equal apportunity employer.

Atualer College of the Redwoods in Eureka, California, needs Munic Instructor. Pull time technic track position on the beautiful Pacific North Coast, 529, 122 to 344,636. Steries August 13, 1992. Application deadline: April 17, 1992 (by 5:00 3-m.), Obrain application materials: Persumet Office, 731 Tompkins Hill Road, Eureka, California 95501: (707) 445-6830. EQE.

Music Educations Choral and Music Education. The Ohio State University I Lima Resional Campus, invites qualified applications for a buil-time, tenure-track application for a buil-time, tenure-track application for a buil-time for a building for a building for a building for music motions, and class place
for non-mulors at the undermaduate and
graduate levels. Assignment also includes
conducting choral obsembles and may include directing musical thester productions. Candillate is expected to engage in

### **ASSISTANT DIRECTOR**

### Center for Educational Assessment

### University of Missouri-Columbia

The Center for Educational Assessment (CEA) invites qualified applicants for a high-level menagement position directing test development and research activities. CEA is a division of the College of Education, University of Missouri-Columbia. In addition to an active research program, CEA is involved in all aspects of testing services, including development, scanning, scoring, reporting, consulting, and in-service training. Highly-qualified personnel provide resources for implementing extensive psychometric research, test development, program evaluation, and ancillary services.

CEA maintains close ties with the Missouri State Department of Elementary and Secondary Education and the state's local school districts. As a cooperative endeavor, CEA develops and administers the Missouri state-wide assessment Instrument. CEA is also involved in an array of other assessment activi-

meniary and secondary levels.

The Assistant Director provides direct daily administration, management, and supervision of the test development staff. Candidates should have training in psychometrics as well as be familiar with technical aspects of a variety of standard assessments. A master's degree in a relevant field (e.g., Educational Psychology) is required, a doctorate is desirable. Experience in large-scale test development activities is required. Candidates should also have at least three years of progressively responsible experience in administration and supervision of staff.

Applications received by May 1, 1992 will be given first consideration. Position start date is July 1, 1992.

Interested persons may contact the Center for Educational Assessment for more information, (314) 882-4694. To apply send letter of application, re-

University of Missourt-Columbia Personnel Services 201 South Seventh Street

Affirmative Action, Equal Opportunity Employe



The Risk Management Office of Syracuse University seeks a Director for its Environmental Health Office. The Director will tead and manage a comprehensive syrvinonmental and occupations health and safety program. The successful cardidate will be responsible for establishing, implementing, interpreting and organizing Environmental and Occupational Health and Safety objectives and policies that meet current standards and guidelines and are adaptable to anticipated changes in standards and guidelines. Programs include Radiation Safety, Chemical and Industrial Hygiene, Biosafety, Food Protection/Sanitation, Hazardous Waste Management, Hazard Communication, SARA/Community Right to Know Compilance, Toxic Substance Control Act Compilance, Underground Storage Tank Compilance, Toxic Substance Control Act Compilance, Underground Storage Tank Compilance, Protector reports to the Director of Risk Management, a part of the Office of the Sanior Vice President for Bustiness and Finance. Qualifications for this position include: a Bachetor's Degree (Master's preferred) in Environmental Science, Engineering, Industrial Hyglene, Chemistry, Biology, Public Health, Health Physics, or Safely Engineering; a minimum of 6 years progressively responsible experience in one of the Environmental Chemistry, Biology, Public Health, Health Physics, or Safely Engineering; a minimum of 6 years progressively responsible experience in one of the Environmental; certification in or eligible for certification of Environment. Proven management skills and the ability to direct office resources and lead personnel are essential; certification in or eligible for certification of Environmental Occupational Health or Safety profession te desirable; a thorough knowledge of the principles, prealices, lews and regulation spotiosible to campus health and safety, amironmental proteotion is required; effective communication and interporageal skills are required. Application deedline is April 10, 1992. Submit resumé, salary requirements and the names, addresses a

An Equal Opportunity, Affirmative Action Employer

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### The Public University at Miami Director of Academic Development Florida International University (FIU)

Florida International University seeks applications and nominations for a Director of Academic Development. A senior position in a growing Development Department, the Director of Academic Development will be the University's chief academic fund raiser, responsible for all private fund raising projects for FIU's academic programs.

This is a challenging position requiring an experienced, selfstarting individual. It provides an excellent opportunity to build a strong program at a growing, emerging research university. The Director will supervise the coordination, preparation, and management of academic fund raising initiatives. He or she must have a strong understanding of a university's academic enterprisethe ability to work closely with faculty and academic administrators in pursuing mutually agreed-upon objectives is crucial, as well as the ability to translate academic needs into fundable proposals. Excellent planning, communication, organizational skills and a thorough knowledge of the development process is required. Proven direct capital campaign experience at a major college or university and experience in securing major gifts from national foundations and corporations is essential. The Director will report to the Assistant Vice President for Development, and work in close cooperation with the University's Provost, deans and faculty.

FIU, a member of the State University System of Florida, enrolls approximately 23,000 students in 180 undergraduate and graduate degree programs on two attractive campuses in Greater Miami. One of the fastest-growing major universities in the nation, FIU has been rated one of the nation's best regional comprehensive colleges by U.S. News & World Report for the past four years.

Minimum Requirements: A bachelor's degree in an appropriate area of specialization and six years of directly related professional work experience; or a master's degree in an appropriate area and four years directly related professional work experience.

Send a letter of application or nomination identifying the position by name and number (#45621), a current resume, and names, titles and telephone numbers of three professional references, postmarked by April 23, 1992, to: Mary Ciccarelli, University Relations & Development, PC 230, Florida International University, Miami, FL 33199.

FIU is an equal opportunity, equal access employer and institution

### Director of Computing Services

Southern Oregon State University is recruiting to fill the position of Director of Computing Services.

QUALIFICATIONS: M.S. required (Ph.D. preferred) in appropriate



RITLLETIN BOARD: Positions available

### **Anticipated RESIDENTIAL LIFE Vacancies**

### TRINITY UNIVERSITY San Antonio, Texas

Trinky University, an independent, primarily undergraduate liberal arts and Trially University, an integration, provides on-campus housing for approximately 1,900 sudents. Its 16 residence halfs are staffed by 37 Resident Assistants, 3 Area Coordinators, an Assistant Director, and a Director. Rooms are arranged in a sulte-style, sharing a semi-private bath.

ASSISTANT DIRECTOR
The Assistant Director is a full-time, live-on staff position of the Student
Affair Division reporting to the Director of Residence fialls. She/he assists
the Director in management of the residence halfs and supervision of the
professional, clerical, and student staffs. Specific responsibilities include, but protessional, crencial, and shown stains. Specific responsibilities include, but are not limited to, coordination of room assignments, business operations, computer application, front desk services, and student and office records. Qualifications: Masters degree preferably in College Student Personnel or equivalent field, plus two to three years' full-time experience in residence hals operations and staff supervision.

AREA COORDINATOR
The Area Coordinator is a full-time, live-in staff position of the Student Affairs division reporting to the Olirector of Residence Halls. She/he is responsible for 4-8 residence halls and the supervision of 11-14 Resident Assistants. In addition, the Area Coordinator assists with the selection and training of Resident Assistants, development and implementation of programming within the halls, and advisement of Residence Halls student government and/or related committees. During the summer months, partial responsibilities shift to on-campus, conference housing. Qualifications: Master's degree in Colfege Student Personnel or equivalent field preferred plus experience in university housing. AREA COORDINATOR APPOINTMENTS

ment will be for a 12-month period beginning on or The terms of appoint about June 1, 1992. REMUNERATION

Staring salaries will be commensurate with education and experience and lariode a furnished apartment, telephone and cable installations, a meal allowance, and an excellent fringe benefits package. APPLICATION PROCEDURES

A letter of application, a current vita, and names and telephone numbers of three professional references must be received by April 19, 1992. Send to:

Ms. Peg Layton Director of Residence Halls Trinlty University 715 Stadium Drive - Boa 94 San Antonio, Texas 78212 512-736-7219 Interviewing at NASPA

### STUDENT SERVICES

Mills College, a liberal arts college for women, seeks applications for two

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ASSISTANT DIRECTOR OF RESIDENTIAL LIFE/RESIDENT DIRECTOR coordinates operation of three residence halfs and campus apartment complex. Counsels students; trains & supervises student stall. Shares reigency response coverage. Live-in position. Apartment, board, plus salary.

ASSISTANT DIRECTOR OF STUDENT ACTIVITIES assists in administration of extracurricular programming with particular emphasis on support for student initiatives and programs aftirming diverse populations, Advises student government/student organizations.

Both positions require master's degrees and related experience, demonstrated abilities in communication, leadership and administration and commitment to multicultural awareness. Salary commensurate with

To apply send resume, two references and cover letter specifying job title by To apply send resume, two reterrance and a Mills College
April 15, 1992 to:
Director of Personnel a Mills College
5000 MacArthur Blood, 4 Oakland, CA 84613
Equal Opportunity Englayer

should send a letter of application and a curriculum vitase (indicating relevant reserve hand) in the control of the control o

Muning Faculty for Fall, 1992. Communi-ity Hanth/Adult Health faculty needed for classoom and clinical teaching in a BSN rooman for registered nouve students. The program is located in Weat Georgia Col-tex's External Degree Conter in Datton. Georgia, Master's degree in nursing re-guled. Send résumé to: Dr. Jeangtte Bern-tent, Chaltman, Department of Nursing. West Georgia College, Carrollton, Georgia 1912. Equal Opportunity, Affirmative Ac-ton Employer.

Nursing Full-time, tenure-track faculty po-titions in Psychology-Mental Health, adult teath available in MLN-accredited bacca-terate and associate degree programs twilable in August, 1992. Muster's in Muring with a clinical emphasis area re-quired. Dectoral degree preferred. Aca-dende rank and salary commensurate with speciesces and academic preparation. Send risund or call collect Dr. Eiteen Muring, Lamar University, P. O. Box 10041, Beaumont, Texas 77710; 409-880-837.

Number Faculty for Fall 1992/Spring 1992
The University of Texas at Austin School of Meeting Soits proficents for new tenure-jack inculy positions (Assistant Professor level poytered) in seneral adult health and accounting. Master a in Nursing and doctonse required. Ph.D. in Nursing pre-

Nursing: Saint Francis College, a small, private, liberal arts college in the Allegheny Highlands, invites applications for Materials and Psychiatric/Mental Health Nursing forthis assistant in the Nil Narach oity and Psychiattic/Mental Health Nursing faculty positions in this NLN accredited, baccalaureate program, beginding August, 1992. Applicants must have an interest in teaching the philosophy of caring within a liberal arts perspective and a personal value system that places a high priority on scholarship. A master's degree in numage is required; doctorate and prioriteaching in a B.S.N. program preferred. Salary commensurate with qualifications. Send letter of application and curriculum vitae by May 13, 1992 to: Dr. Jean Santif, Chairperson, Department of Nursing, Saint Francis College, Loretto, PA 1990. EOE.

Nursing: Assistant Professor, tenure track to begin September, 1992. Position in raedical-surgical nursing within our NLN accredited bascalaureste and master's degree program. MSN a must, but doctorate preferred. Strong clinical background. To apply, tend letter of interest, vitae, and three references to: Dr. Linnea Jailids. Department of Nursing, Russell Sage College. Troy, New York 12180. AMEDE. Women and minorities escouraged to apply. Dead-line for applications is April 3, 1992.

Nursing: Assistant/Associate Professor of Nursing. PCN: 300855900835, Medical Surgical Nursing and Family Nurse Practi-tioner. Tri-parthe full-time, permanent, tenura-track, 9-months. Location: School

# **UNCCHARLOTTE**

### **Director, Student Employment Center**

The Director is responsible for the management of centralized student employment services and programs for the campus. This includes providing leadership to the stalf who coordinate on-campus recruiting through individual counseling, workshops, and seminars; and, provide services for part-time employment both on and off the campus. The Director is responsible for developing the initiatives to keep the faculty of the six colleges informed on employer needs including career market information and job skills required for entry-level positions. Also, the Director is responsible for coordinating employer development activities and for interpreting the various curricula of the University.

Preferred qualifications include a retevant Master's degree and 7-10 years' experience in the Career Planning/Placement area or college recruiting. Applicants with other combinations of qualifications and a proven record of administrative leadership will be considered. To apply, send a letter of application, résumé, and a list of five references to Search Committee, Office of Student Affairs, University of NC at Charlotte, Charlotte, NC 28223. Review of applications will begin May 15 and continue until the position is filled. A start date of 7/1/92 is anticipated.

UNC Charlotte is an AA/EOE employer

### Director of Student Housing and Summer Conferences

### KENYON COLLEGE

Kenyon College invites applications for the position of Director of Student Housing and Summer Conferences. The Director is a key member of the Student Affairs staff and is responsible for the overall administration of the college's student residences. Specific responsibilities include staff supervision, facilities and budget management, oversight of the housing sealignment process, and management of the summer conference program.

Qualifications include a Master's degree and 4-8 years of experience in student affairs, preferably at a small, selective, residential liberal arts institution.

Salary and benefits are competitive and are commensurate with background and experience.

Applicants should submit a letter of interest and partinent experience, together with a current curriculum vitae and the names of three references to:

Creig W. Bredley Deen of Students Kenyon College Gambier, OH 43022

The review of cendidates will begin on April 1.

Kenyon is en equal opportunity employer and encourages applications from women and minority candidates.

### You can send your ad copy to The Chronicle's Bulletin Board anytime!

### By Telex:

By Telex:

Just dial the Chronicle's Telex number [89-2505] and send your ad copy as you would send any other Telex message (by typing or feeding paper tape), marking it to the attention of the Bulletin Board. The message will be automatically received at our offices within minutes. During our regular working hours [9 to 5 Eastern time], we'll process the ad right away. Ads arriving after hours will be handled first thing the next business day. The answerback devote on the Telex machine will verify that we've received

Just call The Chronicle's PAX number, [202] 296-2691. For more information and to verify that we've received your copy, call our regular number, [202] 466-1056.

By telephone:
Our Bulletin Board assistants will be happy to take your advertisements dictated over the telephone. We'll do so any. day of the week right up to 2 p.m. Monday—our weekly deadline (except for holidays). Just call: (202) 466-1050.

Simply send the copy for your advertisement to the address below. You're likely to find the mails especially convenient when your copy is ready on a Tuesday or Wednesday. From almost anywhere in the United States, first-class mail sent on either of those days will reach us in time to make our Monday deadline. Send your ad copy to:

Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037

### Assistant/Associate Director for Capital Funds

KENYON COLLEGE

Kenyon is currently seeking a qualified candidate to join; the development team as an Assistant or Associate Directors for Capital Funds, with primary responsibility for the direct, personal solicitation of major gifts. Of additional importance will be responsibility for the identification, recruitment, and training of major gift volunteers. Participation in the on-going evaluation of and planning for capital projects will also be expected. be expected.

Qualifications include a Bachelor's degree, preferably from a small liberal arts college, as well as strong written and oral communication skills. Successful experience in fund raising, including capital campaigns or the equivalent in a corporate marketing or sales environment, is highly desirable. A willingness to travel is essential.

Salary and benefits are competitive and the level of appointment will depend on prior experience. Please send cover letter and résumé to I. Thomas Lockard, Director of Capital Funds, Kenyon College, Gambier, Ohio 43022. Review of applications will begin April 15.

An equal opportunity employer, Kenyon encourages appli-: cations from minority and women candidates.

of Nursing and Health Sciences, University of Alaska, Anchorage, Salary: DOE. Starting Date: August 1992, Qualifications: Master's degree in rursing and RN license in Alaska required. Bested doctorate, or significant propress toward the doctorate, in surgical or related field preferred. Responsibilities: Teaching in areas of medical-augusta mursing and/or Family Nurse Practitioner Program. Research and Public Service. Classroom and Claical Instruction. Inquiries: Dr. Laura W. MacLaschan, Dean, School of Nursing and Health Sciences; 1997) 786-1272. Closing Date: Review of spellicants will begin April 9, 1992 and continue until the position is filled. Application Procedure: Substit letter of interest (please note PCN), curriculum vitae, graduate transcriptis, and three letters of reference to: Personnel Services Office, University of Alaska, Anchorage, Alaska 99306; selephone (907) 786-4608, Fax: (907) 786-4727. UAAI is an AA/RO Employer and Educational Institution, Must be elabible for employment under the lammigration Reform and Control Act of 1986.

Nursing: Nurse-Midwifery Paculty. The University of Minnesota School of Nursing institution. Must be elabible for employment under the lammigration Reform and Control Act of 1986.

Nursing: Nurse-Midwifery Paculty. The University of Minnesota School of Nursing invites applications for a 12-month tenigr

form and Control Act of 1986.

Nursing: Nurse-Midwifery Faculty. The University of Minnesora School of Nursing Invites applications for a 12-month tenure track or tenured position in aure-midwifery at the rank of Assistant Professor or above. Faculty will panicipate in the school's educational programs as appropriate according to experience and qualifications (teaching graduate students, supervise nurse-midwifery courses will be expected), adviso graduate students, supervise nurse-midwifery students in clinical practice, develop a scholarly research program, med ACNM requirements for configuring clinical competency, fulfill expectations of a University faculty role. Opportunities for faculty practice are available. Minimum qualifications include: RN licensure. ACNM-certification, an earned doctorate in sursing or related field or completed doctorate by September 16, 1992, a minimum of four years clinical nursing experience, deponstrated evidence of committeent to quality scholarship, teaching experience in an accidentic setting and ability to meet criteria for ap-

(707) 443-6830. EOB.

Numing Administration: The University of Virgins School of Nursing invites applications for a full-time, tenure track healt; position in Nursing Administration for Full 1992. A Doctorate la Nursing or relaterited is required. A record of subderly activity, research and teaching experience expected. Primary responsibilities includistracting nursing administration and health policy in a newly established MSI/MBJ-prosum with additional opportunities in the clinical master's and doctoral programs. Salary and faculty rank are continuate with education, experience an scholarship record. Applications will be accepted until the position is filled. Pleass send vid and pament of three references in Sara Arasson, RN, Ph.D., Coordinater of Paculty Recruitment, School of Nights Box 4016, McLeod Hall, University of Virginia 27903-3395, The University of Virginia is an Affirmative Action, Equal Opportunity Employer.



### MISSISSIPPI STATE UNIVERSITY POSITIONS IN RESIDENCE LIFE

Mississippi State University is currently accepting applications for the following positions in the Department of Housing and Residence Life. Mississippi State enrolls more than 13,500 students. 4900 live on campus in stateen

**ASSOCIATE DIRECTOR OF HOUSING FOR RESIDENCE LIFE** The Associate Director for Residence Life serves as a member of a five-member serior management team and is responsible for all residence life functions, including recruitment, selection, training, supervision, and evaluations of three area coordinators, sixteen residence half directors, one hundred resident raries area coordinators, stateen residence hall directors, one number resident assistants, and over two hundred other student workers, advises the inter-ficisionne Hall Council, lacilitates educational programming in the residence halls; supervises the judicial system; and represents the Housing and Resi-dence Life Office to students, parents, and other university staff.

Minimum qualifications: Master's degree in Student Development or a closely related field; three years' full-time experience in residence life.

Applicants should have knowledge and commitment to student development theory; excellent supervisory skills; excellent and switten communication skills; conflict management skills; commitment to diversity; and the ability to function as a member of a team.

### AREA COORDINATOR (Anticipated Vacancy)

The Area Coordinator serves as a member of a four-person residence life management area and is responsible for residence life functions within an Area, including selection, supervision and evaluation of four to seven half directors, 23-46 resident assistants and other student workers; facilitates the advising of half councils; facilitates educational programming in the area: assists with the teaching of the resident assistant class; manages a core [component of the residence life program, such as judicial programs, wellness programs or safety and sequip programs; and represents the Housing and programs, or safety and security programs; and represents the Housing and Residence Life Office to students, parents, and other university staff. Menimum qualifications: Master's Degree in Student Development or a closely rubled field; two to four years' full-time residence nall experience.

### RESIDENCE HALL DIRECTOR/ASSISTANT AREA COORDINATOR (Anticipated Vacancy)

[Anticipated Vacancy]
The Residence Hall Director/Assistant Area Coordinator serves as a member of lan area residence life management team, including working with the area coordinator to plan in-service training programs, manage front desk operations, supervise hall council advising, and coordinate educational programming; manages a residence hall, including selection, supervision and evaluation of five to nine resident assistants and other student workers, advises hall council, counsels students, lacilitates educational programming, maintains hall assignments records and reports maintenance and custodial needs: and represents the Housing and Residence Life Office to students, parents, and other funiversity staff.

Minimum qualifications: Bachelor's Degree in a human services field; past leadership experience in residence halfs.

Applications for these positions will be accepted through April 22, 1992, or until the positions are filled. Please send letter of application, resume, and the names of three references to Dr. Bob Wolverton, Chair, Search Committee for the Associate Director of Housing for Residence Life position; or to Mr. Edward Grandpré, Chair, Search Committee, for the Area Coordinator or Assistant Residence Hall Director/Assistant Area Coordinator positions; to P.O. Drawer HD, Massissippi State, Mississippi 39762.

Mississippi State University is an AA/EEO employer.

### Library-Research Associate III

Duties: provide user support for cataloging, acquisitions, circulation and reference and assist in system management for INNOPAC, an inte-grated library computer system that maintains a shared bibliographic database in a consortium environment. Provide assistance to ilbrary staff in the use of other computerized library applications such as OCLC CD-ROM network and personal computers. Reports to Systems Analysis/Planning Librarian. At A-accredited MLS or equivalent or Matter's decrease. Massar's degree in Computer Science required. The folio required: minimum of 3 years of experience in a supporting or training role for an integrated library computer system; professional library experience, preferably in cataloging or acquisitions; problem-soMing skills; ability to communicate effectively in written and spoken English. Familiarity with personal computers and networks is desired. Salary: \$30.175 minimum. Position is limited to one were Submit better the state of the salary. \$30,175 minimum. Position is limited to one year. Bubmit letter of ap-plication, resume and three letters of reference by April 3, 1992 to: Mille Kwan, Search Coordinator, (Position 141011), THE UNIVERSITY OF RHODE ISLAND, P.O. Box G, Kingston, RI 02881. Au Affirmative Action/Equal Opportunity Employer.

staning/Psychlatry: The Department of sychiatry of the University of Pittsburgh ichool of Medicine/Western Psychiatric residuals and Clinic whates to fall a vacancy or the Director of Nursing. Academic crelentlats in psychiatric nursing and/or benevioral medicine are essential; senior administrative experience in a large university acting is desirable. Send letter of inquiry and resume to Loren H. Roth, M.D., A.P.H., Vice Chairman, Department of layethatry. University of Pittsburgh ichool of Medicine, WPIC, 3811 O'llata lacet. Pittsburgh, Pennsylvania 18213. An Mitmailly action, Equal Opportunity

simployer.

dutrillon/Food Science: Chair, Department of Human Nutrillon and Food Systems, Aprikeations and nominations are invated or the position of professor (tenured) and Chair of the Department of Human Nutrilion and Food Systems at the University of derivand, College Park (College of Agriculture). Candidates should have a demontrated record of outstanding research accomplistments and extransurally funded exarch programs in areas related to humansystitition and/or food science, a strong commitment to teaching, and professorial and loadership experience in an academic astitution. Send a latter of application or tomination along with a curriculum vitae and names, addresses and phone and fax aumbers of at least three individuals who could be contacted as references to: Dr. Arthur N. Poper, Department of Zoulosy, Jaiversity of Maryland, College Park, Varyland 20742. For best consideration, ppileations should be received before lane 1, 1992. The University of Maryland is in equal opportunity, affirmative action implyyer.

grams in Occupational Therapy. Qualify, tions: successful experience as occupational therapist, doctorate in related discipling at the rapist, doctorate in related discipline, experience in curriculum bullings and academic administration. Salary and rank competitive. Anticipated starting date: July 1, 1992. Screening has begun and will continue until position in filled. Sead letter of application, curriculum vides and three references to 1x. Daris Small, Dean, School of Health Professions, Shepandosh University, John Kerr Building, 203 South Cameron Street, Winchester, Virginis 22601.

Office Technology/Administration: Tenure-track position starting Fall 1992 at Utah Valley Community College in Orem. Re-quires doctocate or master's degree in in-formation systems or business education or a closely related field, plus 2 years' full-time, paid teaching and closely related pro-fessional experience (recent work experi-eace desirable). Application desding is April 30, 1997. For application and infor-mation, contact Personnel Services (801) 222-8000, extension 2007. UVCC is an ac-credited community college serving 8,000 students. AA/EOE.

Paramedic Technology: Austin Community College is a two-year comprehensive community college located in the Capital Area of Texas. The College is fully accredited by the Southern Association of Colleges and Schools and enrolls more than 25,000 said dents. The College panintains an "open door" admissions policy. Applications are invited for the position of Department Head/Instructor—Parametic Technology Responsibilities: Responsible for instructing students in Paramedic Technology in accordance with College policy and procedures, advising students, mulataining office hours, assisting with repairation, serving on College committees, and maintaining professional competence. Coordinate



Instructional Technology Consultant

**USER SERVICES** 

OFFICE OF UNIVERSITY COMPUTING

Position available immediately for qualitied individual to assist faculty in the determination of instructional technology opportunities and the development of projects which will use those opportunities must effectively in the classroom. The Instructional Technology Consultant is also responsible for assisting with instruction of continuing education computing courses for University Staff.

Qualified applicants will possess a Bachelor's degree and extensive experience in academic computer applications support and instructional development. Multimedia experience and fluency with Macintosh to author languages is required. Position requires thorough knowledge of microcomputer operating systems, hardware and software plus good working knowledge of LANS. Strong organizational and communication skills a must.

Interested candidates submit letter of application and résumé to: Department of Human Resources University of Notre Dame Notre Dame, IN 46556

Noire Dame is an Equal Opportunity/Affirmative Action Employer M/F/H/V

### **Activities Advisor, Campus Activities** University of Houston

We are seeking applications from qualified individuals who can develop and we are seeking applications from quanted involutions who can develop dis-implement a varied program of co-curricular activities that meet the educa-tional, social, and cultural needs of our diverse student population. The Activi-ities Advisor for Programming will advise Student Program Board committees on concerts, video, special events, homecoming, and travel. The Activities Advisor for Panhellenic advises national women's fratentities and student organizations and supervises rush activities.

Both positions require master's degree in student personnel, counseling, or higher education and experience in advising, programming, and student lead-ership development. A bachelor's degree with significant student personnel experience will be considered. An ability to maintain a flexible work schedule that includes nights and weekends to required.

Reviaw of applications will begin immediately and will continue until position is filled. Preliminary interviews also will be conducted at ACPA and NASPA. To apply, please mail letter of application, résumé and 3 letters of reference to:

Human Resources Department University of Houston Houston, TX 77204-2770

Equal Opportunity, Affirmative Action Employer

### Counselor Education

The Department of Education and Psychology at Tarieton State University seeks applications for a tenure track position at the Assistant Professor level in Counselor Education. The position Assistant Professor level in Counselor Education. The position requires an earned doctorate in Counseling or Counseling Psychology and licensure or eligibility for Texas licensure and experience in a multicultural setting. Responsibilities include teaching graduate and undergraduate courses in counseling; supervising counseling interns in a variety of professional settings; advising graduate students; providing service to the university and the community; and conducting and supervising research. Review of applications will begin May 1, 1992, and will continue until the position is filled. Starting date will be September 1, 1992. Minorities and women are especially encouraged to apply. Tarleton State University, a part of the Texas A&M University System, is an Equal Opportunity. Affirmative Action Employer. Submit a letter of application along with a curriculum vitae and a list of references with current telephone numbers to: Counselor Search Committee; Department of Education and Psychology, Box T-399; Stephenville, TX 76402.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe ---

every week in The Chronicle.

### Director Dept. of **Food Services**

Princeson University is currently seeking applications for the position of Director of the Department of Food Services.

You will report to the General Manger of Plant and Services and be responsible for contract dining, cash options, catering and support for special events and summer conferences. The department oper-ates within a union labor environment and consists of approximately 120 employees with an operating budget of approximately \$10 million. Contract dining facilities support five undergraduate residential colleges, the graduate college, and include a kesher kitchen.

The dining facilities provide critical support for the educational program of the residential college communities. Cash operations include a student center, cafeterlas, concessions, catering and

Administrative responsibilities include policy development, budget and accounting practices, purchasing and implementation of computer systems. Will work closely with the Dean of Students, Residential College Masters, Undergraduate student organizations, the Dean of the Graduate School and Graduate student and Constitute and Indiana with Several Market and Indiana with Several Market and Indiana with Several Market and Indiana. ons while ensuring compliance with State and Univer rity sanitation and safety regule

A college degree in Hotel/Restaurant/Institutions Management is preferred. A minimum of 10 years experience in institutional food services management, preferably in a college or university setting is necessary. Candidates should possess a strong interest in the quality of food, effective communication and interpersonal skills plus proven abilities in personnel development, operational management, customer relations and internal controls.

Picase submit 2 copies of application/resume by April 15, to Human Resources, Attm: Req# 1215-FP, Princeton University, Clie Hall, Princeton, New Jersey 08544.

### **Princeton University**

Equal opportunity/affirmative action employer which encourages minorities and women to apply for this position.

### St. Bonaventure University **DIRECTOR OF ATHLETICS**

St. Bonaventure University invites applications/nominations for the position of Director of Athletics (Full-Time, 12-Month, Administrator), with an intended appointment date of September 1, 1992 or segmer. Letter of application, vitae and three references should be sent to Affirmative Action Office, St. Bonaventure University, Box CC, St. Bonaventure, NY 14778. The clusing date for applications is April 15, 1992. Candidates whose applications are received after that date cannot be assured of full consideration.

St. Bonaventure University is a member of the Atlantic 10 Conference and is an NCAA, I-AAA member institution. A full complement of men's and women's programs is offered in accordance with NCAA and conference standards. St. Bonaventure University cumils approximately 2800 graduate and

undergraduate students.

QUALIFICATIONS: The successful candidate should possess a ntinimum of a Master's degree in an appropriate field, with a doctorate preferred. The candidate's experience must provide evidence of the ability to promote the support of athletics in accordance with NCAA rules with both on and of campus groups including students, faculty, alornni, local businesses and linancial support groups; long-range planning, marketing; academic standards and personal growth for student-athletes. The successful candidate should exhibit a strong sensitivity to the academic mission and requirements of the university and must demonstrate an understanding of the proper role of athletics within the mission of the university. The successful candidate must have an understanding of the development requirements for membership in the athletic conference. Candidates should have exceptional organizational, administrative, communications and interpersonal skills; demonstrated leadadministrative. Communications and interpersonal skills; demonstrated lead ership, public relations, and fund-raising abilities, creative and motivations skills; and have evidence of personal integrity and high ethical standards. SALARY: Competitive. Commensurate with qualifications and experience.

St. Bonaventure University is an Equal Opportunity Employer. Women and minorities are encouraged to apply.

course schedules, make recommendations for biring and evaluation, and provide departmental leadership under the auspices of the Division Chairperson, Qualifications: Current Texas Paramedic certification or ellipite; Associate's or Bachelor's degree preferred. Registered or vocational nurse certification desirable but not essential. Must have or be eligible to obtain Texas Course Coordinator certification. At least three years' recont full-time experience in emergency medical care setting. Teaching experience in EMT/Paramadic setting required. Ability to: plan and implement analysed courses and provide effective learning environment in classroom, laboratory and chinical greas; relate well to lay persons and professional medical practitioners on several leaster. and clinical areas; relate well to lay persons and professional medical practitioners on a everal levels; manage, discipline and deal with people; plan and implement annual budgets; administer a complex instructional department; work well with selection of atudents from a large applicant pool; and effect ongoing program development. Salary: Subject to placement bayed on education and experience, Job \$603710. A complete application and resume must be received no later than 12 noon, May 1, 1992. All materials should be submitted to the Office of Personnel Services. Austin Community College, \$530 Middle Fiskville Road. Ausilt, Texas 78752. Note: Ausiln Community College does not accept employment applications or related correspondence via telecopy. Equal Opportunity, Affirmative Action Employer. Minorsites are encouraged to apply.

Fathology: Assistant Professor. The Design of the professor was a professor who entirely a diverse who colleges are seeting a high anti-relation of the professor. The Design of the professor in the professor was a professor when the professor in the professor in the professor was a professor who entirely and responsibilities. Teaching regional service responsibilities. Qualifications: Ph.D. in Philosophy, Acceptation, while the professor in the professo

Pathology: Assistant Professor. The Department of Laboratories, Children's Hospital and Medical Center, is seeking an M.D. or M.D.Ph.D., beard-certified anatomic pathologist to direct its fetal pathology program, effective July 1, 1992. The individual should have a strong background in developmental biology, experience in the pathological examination of embryos, fetuas and be willing to dedicate 50% time to independent research. Deadline for receipt of applications is April 27, 1992. Cur-

nculum vitae and names and addresses of al least four references should be forward-ed to Dr. Russell Ross, Professor and Chairman, Department of Pathology Sid-30. University of Washinston School of Medicine, Scattle, Washinston 8195. The University of Washinston Engul Op-portunity, Affirmative Action Employer.

Philosophy: Morchend State University, Assistant/Associate Professor of Philosophy. Applications and nominations are invited for a tenure-track position as Assistant/Associate Professor of Philosophy beginning August, 1992. Position is coaling and the poon budgetary approval. Responsibilities: Teaches undergraduals courses including Introduction to Philosophy.

ployer.

Philosophy: 2-year visiting professorship.
The Sage Colleges are seeting a high eartsy, creative teacher who edibys a diverse
student population and thrives on incontion for this unique two-year Visiting Professorship in the field of Philosophy. The
right candidate will be a seacher who caentives the study of philosophy at Sage
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# Metropolitan State College of Denver

### DIRECTOR OF STUDENT ACTIVITIES

Metropolitan State College of Denver (MSCD) announces the following administrative position. Founded in 1963, MSCD is the largest four-year bacerlaurent public institution in the United States. The College places in high value on teaching, learning, and personal interaction with students, and is committed to delivering quality undergraduate education, and to broadening both access and diversing the faculty and administration of MSCD are equally committed to service to the College and the surrounding community.

**RULLETIN BOARD: Positions available** 

the College and the surrounding community.

The College is organized into three Schools: Business; Letters, Arts and Sciences; and Professional Studies. Located in downtown Denver, the College shares the Illiarre campus of the Auraria Higher Education Center with two other postsecondary institutions. A full and part-time faculty of 850 offer undergraduate degrees to a diverse and talented student body. Currently, MSCD provides educational opportunities to approximately 18,000 residents of the greater Denver actopolitan area.

metopoinan area.

Dulles: The Director of Student Activities reports to the Assistant Vice President for Student Afairs. Responsibilities include: management of a comprehensive student activities program; programming activities in cooperation with the Program Board; Student Government; advisement of student clubs and organizations; supervision of professional and student employees; and development and administration of the budget for the Office of Student Activities, which includes student travel and club funding. This position serves as a liabon for the campus and community agencies.

and community agencies.

Qualifications: The successful candidate for this position must have at least a factorial degree, with a Master's in Student Personnel preferred; a record of successful development and implementation of major cumps events and student leadership programs; a record of successful line management and evaluation of gofessional and student staff; excellent communication and human relations stills; expenence in conducting leadership workshops and seminars; a minimum of five years' experience in student netivities at a large institution; and a positive record of lavolvement in student life activities.

This position is a full-time, 12-month administrative appointment beginning on July I; annual renewal. Salary is competitive and commensurate with experience. A detailed position description should be obtained by writing the contact person at the campus address indicated.

Application Procedure: Send letter of application relating the applicant's experience to the duties and requirements of the position, a current resume, and the names, addresses, and telephone numbers of three references to:

Metropolitan State College of Deover Ms. Yolanda M. Ericksen, Assistant Deun of Student Life Search Committee Chair Denver, CO 80217-3362

Official transcripts will be required of fluidists only, application materials must be received by April 22, 1992. Metropolitan State College of Denver Is an Equal Opportunity Euployer. Hons from minorities and women are particularly invited.

### **PURCHASING DIRECTOR** University of Iowa

The University is seeking a person to manage and coordinate all of the University purchasing functions. The Director ensures that the purchasing functions of the University are carried out efficiently and effectively according to all applicable rules and good practices and plans and directs the activities of the department.

Minimum requirements include a Bachetor's degree from an accredited school in Business Administration or a closely-related field, or an equivalent combination of education and experience with a minimum of 10 years' purchasing experience, including 3 to 5 years in an upper level management capacity. A thorough understanding of fedoral purchasing requirements is required. Desirable qualifications include an MBA degree, a thorough knowledge of purchasing in a major university with a large teaching hospital and health sciences program and certification as a CPM. The successful candidate must show evidence of strong organizational, interpersonal and communication skills and a thorough knowledge of data processing systems and their application to the purchasing functions.

The Purchasing Department has a staff of 32 persons manages approximately.

The Purchasing Department has a staff of 32 persons, manages approximately \$200 million annually in purchases and is responsible for the University Travel Center. The position reports to the Director of Planning and Administrative Services. The University of lowe is a major academic and research university that receives approximately \$140 million in grants and contracts annually-lowa City is a pleasant and dynamic city rich in cultural opportunities and counters. The salary will be commensurate with qualifications and experience. Qualified candidates should send a letter of interest and résumé with the names, addresses and telephone numbers of three references to Nancy Noth, Assistant Dean, College of Business Administration, 100 Phillips Hall, University of Iowa, Iowa City, Iowa 52242-1312. Candidate screening will begin April 1, 1992. The University is an Equal Employment Opportunity employer.

Okiahoma, USAO 82345, Chickesha, Okia homa 73018-0001, AA/EOE. during a audent's studies at either college. The ideal candidate will have a doctorate in philosophy and be able to teach introductory and advanced philosophy courses. Previous college leaching experience and a sident for innocession sure. y and be able to teach introduc-advanced philosophy courses, college teaching experience and a unovation are necessary. Review at the position is filled. Send re-ter letter and three references to: to College, Sage Junior College of 40 New Scotland Avenue, Alba-

bean of the College, Sage Junior College of Abany, 140 New Scotland Avenue, Albany, 140 New Scotland Avenue, Albany, New York 12208. AA/EOE.

Physical Education; (Teaure track position) Salary and rank: Oren, depending upon qualifications and experience. Starting alter, August 7, 1992. Responsibilities: leach HPER major and service courses which may include courses in swamming, scivities, fundamental aport skills, foundaries of health, physical education and recalling, prevention and care of stalette in the same of the contract presents of student sealing, prevention and early staletted physical education, prevention and early staletted physical education, and psychology of exercise other responsibilities include program development, advising, scheduling, possible supervision of student teachers and entry year committees, and some coaching as a ferred. An individual showing promise for development with the carefully considered physical education in the program of the program and enhancing the HPER department will be carefully considered. Public school experience preferred. Desire an individual increased in a strong liberal stale and scheme program who would be interested in learn-teaching in our Interdiction, detailed resume, at least three letters of recommendation and transcript by 4:00 p.m. April 21, 1992, to: The contract preferred and active program who would be interested in learn-teaching in our Interdisciplinary Studes Program. Send letter of recommendation and ranscript by 4:00 p.m. April 21, 1992, to: The contract preferred and active program who would be interested in learn-teaching in our Interdisciplinary Studes Program. Send letter of recommendation and Administrative Affairs, University Agricular Programs; Firms and active square and active program with the carefully considered program and active program with the program of a program and active pr

### STLAWRENCE UNIVERSITY **Associate Director/ Academic Computing**

St. Lawrence University seeks an Associate Director for Academic Computing This position reports to the Director of Computer Services and is invalved in all facels of computing at the University. The Academic Computing Office provides leadership, support, training and facilities for students, faculty, and stain in instructional and end-user computing. The office is responsible for support of application software packages, user training, and arisocacy for instructional computing. The office also supports a campus-wide data network, new and nonstandard computer equipment and software, communication systems, and the academic use of the maintrame. The person filling this position will be required to work closely with faculty, staff and students. A bachelor's degree in computer science or other appropriate field and substantive experience in enduser training is strongly preferred. The University computer facilities include IBM-computible and Macinlosh personal computers and IBM 4381 maintrame. A campus-wide Novell Ethernet network connects over 600 computers located. A campus-wide Novell Ethernet network connects over 600 of in offices, labs, classrooms, and student dormitory rooms

Application review begins March 30, 1992 until the position is filled. Furward your résume and letter of interest to:

Douglas H. Willard Computer Services St. Lawrence Universi

St. Lawrence University is committed to tostering multicultural diversity in its faculty, stall, student body and programs of Instruction. As an Equal Opportunity, Affirmative Action employer, we specifically encourage applications from women, minorities and persons with disabilities.

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### **Director of Medical Library**

**Washington University School of Medicine** in St. Louis, Mo.

Washington University School of Medicine invites applications and nominations for position of Director of the Medical Library. Responsibilities of Director include budgetary planning, staffing, services, and the coordination of a state-of-the-art information network. Incumbent will be expected to provide leadership in the continuing programmati planning in support of students and departmental research.

The Medical Library and Biomedical Communications Center consists of 113,000 square feet of space and sophisticated computer technol-

Successful candidate will have advanced degree in Library Sciences, informatics, Blomedical Communications or related field. Experience in library management in an academic environment required. Working knowledge of automated library systems including Philsom, Philnet and BACS essential. Salary range is competitive and commensurate with qualifications and

Submit letter of interest and curriculum vitae, with names and addresses of three references to: Dr. Harvey R. Colten, Chair, Search Committee Washington University School of Medicine Box 8116, 660 South Euclid Avenue St. Louis, MO 65110

Washington University School of Medicine is an Equal Opportunity, Affirmative Action Employer.

### You can send your ad copy to The Chronicle's Bulletin Board anytime!

By Telex:

By Telex:
Just dial the Chronicle's Telex number [89-2505] and send your ad copy as you would send any other Telex message (by typing or feeding paper tape), marking it to the attention of the Bulletin Board. The message will be automatically received at our offices within minutes. During our regular working hours [9 to 5 Eastern time], we'll process the ad right away. Ads arriving after hours will be handled first thing the next business day. The answerback device on the Telex machine will verify that we've received your message.

Just call The Chronicle's FAX number, (202) 296-269 l. For more information and to verify that we've received your copy, call our regular number, (202) 466-1055.

Our Bulletin Board assistants will be happy to take your advertisements dictated over the telephone. We'll do so any day of the week right up to 2 p.m. Monday—our weekly deadline (except for holidays). Just call: (202) 466-1050. By mail:

Simply send the copy for your advertisement to the address below. You're likely to find the mails especially convenient when your copy is ready on a Tuesday or Wednesday. From almost anywhere in the United States, first-class mail sent on either of those days will reach us in time to make our Monday deadline. Send your ad copy to:

Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037

The University: The University of Dayton, a Catholic comprehensive university, rounded by the Society of Mary (the Marianists) in 11650, overs a wide variety of undergraduale programs as well as numerous master and several doctoral programs. The University enrollment of nearly 11,000 students includes over 6,000 mill-time undergraduates. The University of Dayton is the largest independent university in Ohio and one of the ten largest Catholic oniversities in the nation. Located in Dayton, the University's 114 acre campus offers a rich learning and living environment to its essentially residential student body. The time versity is a member of NCAA Division Land the Midwestern Collegiate Conterence. The University of Dayton Flyers compete: in seventeen intercollegiate sports. The University of Dayton Arena has a capar ity of 13,500. The Daylon metropolitan area has a population of over 830,000 and offers many cultural, recreational, and education amenities.

DIRECTOR OF ATHLETICS

The Position: The University seeks a Director of Athletics with proven leadership and administrative ability, integrity of character, and a commitment to serving student athletes enrolled in solid academic programs. The Director of Athletics reports to the President of the University, Responsibilities for lade: (I) presenting the athletic program to the University community and external constituents; (2) strategic planning for and overall supervision of the Intercollegiate Athletic Program, sports information, the Recrestional Sports Program, the University of Dayton Arena, and other athletic facilities on campus.

Qualifications: A minimum of a baccalaureate degree is required; an advanced degree is desirable. Apply ants most demonstrate strong interpersonal skills and ability to communicate effectively with all constituencies of the athletic program. Proven skills at higher levels of administration in fiscal, personnel, and facilities management and marketing and promotion are required. Salary will be negotiable and competitive. The position will be available July 1, 1992; stan date is negotiable.

Nominations and Applications: Send letters of nomination or application with a resume and three letters of recommendation to:

> Chair, Director of Athletics Search Committee Office of the President The University of Dayton 300) College Park Dayton, OH 45469-1624

Review of applications will begin on April 6, 1992.



The University of Dayton

The University of Dayton is an Equal Opportunity, Afternative Action Employer

### **AUSTIN COLLEGE Director of Academic Computing**

Responsibilities: To direct academic computing program, facilities and staff; to assist faculty in planning and implementing computer-assisted instruction and research; and to coordinate purchase and use of computing resources.

Requirements: Advanced degree(s) preferred with possibility of faculty appointment; instructional computing experience, preferably in a liberal arts environment; superior communication skills; proficiency with varied computer hardware and software.

Austin College's academic computing resources include IBM PCs, Macintoshes, UNIX-based workstations and a DEC PDP 11/44 with PCs, Macintoshes, UNIX-based workstations and a DEC PDP 11/44 with PCs, plans for installation of a VAX-based campus-wide Ethernot network. Position available July 1, 1992. Send application, c.v., transcripts and three recent latters of reference to Dr. David Jordan, Vice President for Academic Affairs, Austin College, P. O. Box 1177, Sherman, TX 75091-1177. Review of applications will begin April 1. EOE.

years' public school teachins at elementary level preferred. Appointment date: Fail, 1992. Salary dependent upon experience and qualifications, Send letter of application, vita, transcripts and 3 letters of recommendation to J. Divucci, Search Committee Chair, Kinesiology and Health Science, Box 13015, SFASU, Nacoquiches, Teas 13962-3015, Deadline: April 20 or un-

til Alled. AA/EDE.

Physical Education/Athletics: Head Women's Baskotball Coach, Direct all aspects of a successful NCAA Division III women's basketball peagram. Other assignments may include one or more of the following:

a) tenchings healthylotysical education courses, b) sports information, c) other coachings as the college level is preferred. Master's degree or equivalent, symmathy with the mission of the college's required. Application latter, resume, and three current letters of recommendation should be sent by April 6, 1992 to Dr. Armin Pigho, Athletic Director, Coacordia College, Moorhead, Minnesota 56562. An Equal Opportunity Employer.

tion desirable. Will consider candidate with doctorate in recreation and appropriate buckground in training to teach motor learning, motor development and sport psychology. Duties include teaching graduate and undergraduate courses in areas lityred above, student advising, research, and service. Salary commensures with qualifications. Review of applications will begin

couries, b) sports information, c) other coaching. Disperience in teaching and coachings at the college level is preferred. Master's degree or equivalent, symmethy with the mission of the college is required. Application later, resume, and three current letters of recommendation should be sent by April 6, 1992 to Dr. Armin Pigho, Athlette Director, Concordia College, Moorhead, Minnesota S6362. An Equal Opportunity Employer.

Physical EducationSport Psychology: Assistant Professor, Migrary State University Invites applications for a tenure track assistant professor beginning August, 1992. Qualifications: proferred—doctorate in physical education with primary emphasis in Motor LearningControl, Motor Development, and sport psychology. Additional background or training in outdoor recrea-



### DARDEN

### THE DARDEN GRADUATE SCHOOL OF BUSINESS ADMINISTRATION

### UNIVERSITY OF VIRGINIA

### **Director of External Affairs**

The Darden School of the University of Virginia seeks candidates for the position of Director of External Affairs. The Director is the chief administrator and advisor to the Dean for fund raising, alumni relations, and public relations, and is a member of the Dean's sentor staff. The Dean serves as President of the Darden Foundation; the Director serves as a Vice President of that

Since opening in 1955, the Darden School has grown to include approximately 4BO students and 60 faculty members in its MBA program. The School provides a wide variety of opportunities and experiences, but remains small enough to encourage direct and personal dialogue among students and faculty. The MBA program is known for its general management orientation and gractical learning approach. Through its Executive Programs, the Darden School offers comprehensive continuing education to a broad range of corrections.

The Director's primary duties include strategic planning and the design and implementation of a comprehensive advancement program which enhances origong alumn, friends, corporate and public relations initiatives as well as current capital and endowment fund-raising efforts. The Darden School has publicly announced a \$40 million campaign to support endowment for faculty chairs and research, student ald, and a new facility.

\*Amalified candidates must have a record of successful creative leadership, both internally with faculty and staff as well as externally with Trustees and alumid. Extensive experience in complex organizations and a demonstrated ability to establish edit lent development systems are essential as are strong managerial abilities. Camifidates must be able to direct a senior staff while encouraging their professional development. The ability to motivate and support an informed and engaged volunteer corps will also be a measure of the candidate's success. Well developed skills in written and oral communications and a high level of energy and initiative are also expected in the candidate of choice.

Salary is commensurate with qualifications and experience. Review of nominations and applications will begin immediately and continue until the selection of the candidate of choice. Résumés, cover letter and/or nominations should be directed to:

Martha Z. Stachitas Marina 2. stachinas Vice President, Evecutive Search Barnes & Ruche, Inc. 919 Conestoga Ruad Building Three, Suite 110 Rosemont, PA 19010 FAX: (215) 527-0381

Both the Darden School and the Darden Foundation are committed to Affirmative Action programs and are Equal Opportunity Employers.



### DIRECTOR, DEVELOPMENT PORTLAND COMMUNITY COLLEGE

### Portland, Oregon

Manage, plan, coordinate and implement all resource development activities for the college and the PCC Foundation. A bachelor's degree in Public Affairs, Communications or related field or equivalent experience required. Three yrs. resource development experience in the public or private sector required. Obtain the required application packet from Staff Employment (503) 273-2823, P. O. Box 19000, Portland, OR 97280-0990. Closing date for application: 4/27/92. As an AAEEO institution, PCC continues to promote staff diversity. Minorities, women and the physically challenged are encouraged to apply.

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### ELMIRA COLLEGE Residence Life Coordinator

Applications are invited for two Residence Life Coordinator positions at Elmira College. Elmira is an independent, coeducational, liberal arts college located in the Finger Lakes region of New York State. One ten-month Coordinator will be responsible for the administration of two residence halls of 250 freshmen students and one 12-month Coordinator will be responsible for the administration of one building of 320 upperclass students.

The individuals supervise undergraduate staff of paraprotessionals and along with other hall professional staff members, assist the Director of Residence Life in the planning and implementation of their selection, evaluation, and training as well as other aspects of the administration of the Residence Life Program. Assertive supervision of undergraduate student residence hall is required.

or uncergraduate student residence hall is required.
Candidates should have at least two years of residence hall supervision or related experience. A Master's degree in Student Personnel or Counseling is preferred. Review of applications will begin on April 10 and will continue until the positions are filled. Letters of interest, including salary requirement information, should be forwarded with résumé and the names and telephone numbers of three references to:
Mr. Michael Halperin, Director of Residence Life, Elmira College, Elmira, New York 14901.

### DIRECTOR OF COMMUNICATIONS

### Lasell College Newton, Massachusetts

Founded in 1851, Lasell College is greater Boston's oldest college for women and offers associate and baccalaureate degrees in several pro-fessional fields as well as liberal arts.

The Director of Communications reports to the Director of Development and is responsible for planning and implementing a comprehensive communication program to promote the College's mission and to enhance its image throughout its constituencies, locally and nationally. The Director is responsible for planning, implementing, and coordinating the writing, design, editing and production of non-Admissions publications, and for all public relations and media relations of the College.

Requirements: Minimum of B.A. in communications or related field; several years' professional experience in communications or similar field; demonstrated skill in writing and media relations; thorough knowledge of design concepts, production methods, and desktop publishing. Excellent oral, written, and interpersonal communications skills ossential.

Send letter, résumé, and references to: Helena B. Hartnett, Director of Development, Lasell College, Newton, MA 02168. No calls please.



### JNIVERSITY OF VERMONT **Assistant Director - Student Life** Department of Residential Life

Responsible for developing residence education program which com-plements students' academic learning; overseeing recruitment, selec-tion, and evaluation of Student Life staff; coordinating the work of departmental committees; serving as the appellate officer; and updating publications. Master's degree in student personnel or related field and three years' related work experience required.



### **GONZAGA UNIVERSITY**

### University Library

Gonzaga University, a liberal arts, Catholic Jesuit university, invites applications for three permanent tenure-track Library Faculty positions in preparation for the opening of its new Foley Center library in September, 1992 The Foley Cater will feature advanced information technology, and Is intended to serve as a regional information resource center.

tended to serve as a regional information resource center Special Collections Libraries: Exciting opportunity to develop, plan, and direct a new special collections unit with extensive holdings of rare books, manuscripts private papers, realls, and archival materials. Subject strengths include Pacific Northwest history, philosophy, theology, 16th Century Imprints, Victorian postry (Hopkins Collection) and populer culture (Croabyans Collection) Responsibilities include training and supervision of paraprofessional and atudent staff, administration of conservation lab, and service to users. Must work closely with Public and Technical Services departments, and be actively involved in library development activities, Minimum of two years' professional experience in special collection/archives required; working knowledge of Latin, Greek, and/or modern foreign languago highly desirable. Position reports to Associate Dean of Library Services

Curriculum Center Librarian: Responsible for planning, directing, and providing services to users of the Library's Education Curriculum Center, a new unit providing library services and materials in support of teacher aducation programs; also responsible for training & supervision of paraprofessional and student staff, and liaison with the University's School of Education. As a member of the Public Services Department, will also provide general reference assistance and participate in collection development and albitographic instruction programs. Prior experience and/or academic preparation in Education highly desirable.

Documents Librarian: Responsible for the organization and management of the Library's documents section and its depository collections including processing of incoming material, collection maintenance, compliance with federal and state depository program guidelines, training and supervision of paraprofessional and student staff, and service to users of the collections. As a member of the Public Services Department, will also provide general references assistance and participate in collection development and bibliographic instruction programs. Previous experience in documents and/or documents apecialization in professional preparation highly desirable.

All positions are twelve-month permanent tenure-track faculty appointments with liberal faculty benefite including tuition waiver and relocation assistance, and require ALA accredited MLB. Starting date negotiable after June 1, salaries consensurate with qualifications and experience from mid-20's Screening of applications will begin April 20, 1992. Send letter of application indicating positions of interest, vite, names and addresses with telephone numbers of three current references to: Faculty Search Committee, c/o Dean of Library Services, Gonzega University Library, Spokane, WA 99258-0001.

Gonzags University is an equal opportunity, affirmative action employs

### **Director of Financial Aid**

Brown University invites applications and nominations for the position of Director of Financial Aid. Brown University is a highly selective private uni-versity located in Providence, Rhode Island with an undergraduate enroll-ment of 5500 students, and wide variety of academic programs in the manities and eclences.

The Director of Financial Aid is responsible for organizing, managing, and directing all aspects of providing financial aid for approximately 2000 undergraduate students. The Director manages a professional staff of five officers and a support staff of eight.

The qualified candidate should have a minimum of 3 years of executive lave experience in higher education or a similar level of experience in a relevant field such as human services. Candidates must demonstrate strong organizational, financial, and motivational capabilities. A history of positions which demonstrates increasing levels of responsibility and breadth of expe-rience is required. Knowledge of financial aid practice is a strong plus. The search committee will begin to review applications on April 1, 1892 and will continue until a sullable candidate has been selected. Send cover letter, resume, reterences and salary requirements to: Dr., James H. Wyche, Associate Provost, Chair, Search Committee, Brown University, Box 1963/E08081, Providence, Rt 02912; FAX (401) 863-2244. Brown University is an Equal Opportunity/Altirmative Action Employer.



### **BROWN UNIVERSITY**

and three reference letters by April 14, 1992, to: Dr. David Saffell, Chair, Department of History and Political Seignee, Ohio Northern University, Ada, Ohio 45810, Search will remain open until a suitable candidate can be identified. AA/EOE.

Political Sciences SUNY College at Fredonia. American Politics/Political Behavior/Methods and Statistics. The Department of Political Science of the State University of New York, College at Fredonia invites applications for a tenure track position beginning in the Fall of 1992. Review of applicants will begin April 15, 1992 and will continue until the position is filled. Applicants should have the Ph.D. completed or near completion at the time of appointment. The candidate is expected to offer courses coverins topics such as American positics, electoral behavior, parties, interest groups, and research methods and statistics. SUNY College at Fredonia is an AA/E/E/O comployer. Women and members of minority groups are especially encouraged to apply. Send curriculum vitae, aradunt transcripts, three letters of reference, teaching evaluations and examples of re-

teaching ovaluations and examples of re-teaching ovaluations and examples of re-teach if available to: Dr. Len Faulk. Chairperson, Political Science Depart-ment, Thompson Hall, SUNY College of Predonia, Fredonia, New York 14063.

Predonia, Fredonia, New York 14063.

Political Sciencer #F91/92-46. Assistant Professor. Tenure-track. Assistant Professor. Tenure-track. Assistant Professor beginning Fall 1992, with major specialization in Comparative Politics of the Middle Bast. Teaching load includes Introductory American and Texas government and politics. Required: Ph.D., strong record of teachings effectiveness, and scholarly schievement is essential. Preferred: Emphasis in teaching government and politics of Middle East nations and the African continent. In addition, some combination in supporting areas of Wessern and Eastern Europe, Russia or Africa, Salary: competitive, based on background and eaperfence. Procedure: Send letter of fasterest, current vitae, transcripts, at least three (3) current letters of reference, semples of written work and teaching materials (e.g., copies of syllabi and course evaluations) to: Dr. jose tilnojosa, Chair; Department of Political Science, The University of Texas-Pen American; 1201 West University Drive; Ediphura, Texas 78539. Deadline: May 1, 1992. An AA/IEIO Employer. Women and minorities are strongly encouraged to apply.

Political Science: Assistant Professor, toure track, in Public Administration and
Public Policy for Fall 1922. The successful
candidate will help develop an interfisenitinary curriculum in nublic policy and
evironmental studies. Responsibilities include coordinating the Public Administion major and teaching introductory and
upper courses in public administration,
public policy (including environmentaleeray policy issues), and American justinpublic policy (including environmentale-ergy policy issues), and American institu-tions. Salary compositive, interested cond-dates should send letter of application, re-sume, list of references and transcripts as soon as possible, but not later than April 17, 1992 to: Public Administration Search, c/o Dean of Academic Affairs, Nicholic Oi-lege, Dudley, Massachusetts 01517. Nicholis College is an Equal Opportunity lasitu-tion.

Political Science: College of the Redwoods in Eureke, California, needs instructor, Political Science—American Government, Campaigns and Elections, Full-time fall is mester abbatical replacement position on the beautiful Pacific North Cossi. 314,561

fice, 7151 Tompkins Hill Reas.
California 95301; (707) 445-850. EÖE.
Political Science: Political Science/American Political Behavior: The Department of Political Science Invites spolications for a me-year position in American Political Behavior at the rank of Assistant Professor, beginning Fall 1992. A Ph.D. in Rollical Science is preferred, but an ABD will be Science is preferred, but an ABD will be considered. The successful candidate should demonstrate a potential for teaching and scholarly excellence. Primary responsibilities will include teaching undergrade and scholarly exceltance. Primary responsibilities will include teaching undergrade and interest groups. A second insurers affect is togen, but the Department has interests in socialization, comparative political behavior, and comparative political behavior. The deadline for receipt of completed applications from women and minorities. The deadline for receipt of completed applications from women and minorities applications from women and minorities. Hirling is subject to budgetary consumit, and salary is competitive. AppRenia should send vitae, transcriptia, and the letters of recommendation to Political Behavior Search Committee, Department of



### **Georgetown University** Law Center **DIRECTOR OF STUDENT SERVICES**

**New Position** 

Georgetown University Law Center is seeking a Director of Student Services. Located a few blocks from the U.S. Capitol, the Law Center attracts students from more than 250 colleges and universities including many loreign institutions. One of the largest law schools in the country, our community is both culturally and racially diverse, with substantial evening and graduate programs.

and graduate programs.

The Office of Student Services is responsible for promoting an environment that creates a sense of community among the diverse groups represented in the Law Center student body, staff and faculty. Its programs and services are to enhance the academic mission of the Law Center by proservices are to enhance the academic mission of the Law Center by proservices are to enhance the landership development and creative intellectual

growth.

The Director reports to the Law Center's Assistant Dean for the j.D. Program and is responsible for a variety of duties including development, coordination and implementation of the Law Center's student activity program; supervision and budget administration for Office of Student Services oversight responsibility for the Office of Student Health; advising 50 student organizations, Peer Advisor program; selecting, training, supervising and evaluating staff and student employees; organizing events and programs including new student orientation and curriculum fair; assisting with recruitment efforts for new students; coordinating student conducted rours of campus for applicants; and maintaining and developing a comprehensive housing program.

The position requires a Master's degree in Student Personnel, Higher Education or related field. Ph.D. preferred. Minimum seven years of full-time student affairs management and supervisory experience. Experience with student housing preferred. This is a non-teaching academic appointment with initial contract for one year. Salary negotiable depending upon experience. Competitive benefits package including tuition benefits.

Résumé, salary requirement and references should be sent no later than

Assistant Dean Everett Bellamy Georgetown University Law Center 600 New Jersey Ave. NW Washington, DC 20001

Georgelown University is an Affirmative Action, Equal Opportunity Employe

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### PROGRAM OFFICER

Program on Latin America and the Caribbean

SOCIAL SCIENCE RESEARCH COUNCIL

la anticipation of further diversification and expussion of its international programs of search planning and advanced actentific training, the SSRC invites applications for a full-time Program Officer to augment staffing of us Latin American program. The Program Officer will work closely with the Director of the Laun-American program, as well as with other members of the Council Staff. In addition to working on topics that focus on Latin America and/or the Cambbean, the successful candidate will also help to develop projects that involve comparisons between Latin America and other world realons.

Specific responsibilities will include, helping to coordinate fellowship competitions; planning workshops, seminars and conferences, assisting with research planning functions of the Joint Committee out Latin American Studies and other Council panels, working with professional and support staff to overface day-to-day udministration operations of the program out Latin America and the Caribleau, and initiating new programs of collaborative research and training involving schulars from Latin America and other regions.

Applicants should hold a doctoral degree in the social sciences, or be neating completion of the doctoral dispertation. While the successful candidate will have interest that range beyond any single social science discipline, the Cauncil is especially locking for a scholar who might help to strengthen its program in economics, geography, and sociology. Applications from minurity scholars and women are strongly encouraged. Fluency in Spanish and/or Porrequese is estential, computer hierary is strongly preferred. Program management experience is desirable.

Candidates should submit a letter of application, a curth alum vitae, and three letters of reference to: Program on Latin America and the Caribbean, Social Science Research Council, 805 Third Avenue, New York, NY 10158. The Council is an Equal Opportunity Employs

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Polisical Science, James Madison University, Harrisonburz, Virginia 22807.

Psychology: Charleston Southern University invites applications for an Assistant Processor of Psychology. Ceneralist to begin August 1, 1992. Three-quenter time teaching a variety of courses including adolescent psychology, adult development, and theories of personality. One-quarter time counseling attadents. Ph. D. and cligibility for licensure required. Charleston Southern University is a private, liberal arts institution, affiliated with the South Carolina Baptist Conveolion, with over 2,400 students offering both undergraduate and graduate degrees. Send résumé and three citers of recommendation to Dr. David Naylor. Chair, Department of Behavioral Sciences, Charleston Souther University, P. O, Box 10037, Charleston, South Carolina 29411. Charleston, Souther Carolina 29411. Charleston, Souther University is an affirmative action employer and does and discriminate on the basis of race, color, national or ethnic origin, handicap or sex.

Psychology, Psychologist IV (2 positions).

sational or ethnic origin, handicap or sex.

Psychology: Psychologist IV (2 positions).

Dulles involve providing counselings services as part of large, multi-disciplinary staff including paychologists, psychiatrists, so-cial workers and ileanued professional counselors. Participation in APA-approved Psychology internable prograp also expected. Position #: 1: psychologist IV. with administrative responsibilities for consultation services. Preferred qualifications: indepth training and experience in mental health training and experience in interventions, including needs assessments, team development, management training, and consistency management training, and consistency approach to consultation and interventions with application of models to large campus systems; demonstrated tead-training and implementing septeral developmental interventions with additional application to one or more special populations such as

ingauper in the psychology or equivastudents? Ph.D. in psychology or equivalent degree with major course work in
counselins or clinical psychology; completion of gre-dectoral internship; at least four
years of full-time experience as psychologis; licensure as psychologist in current
state of residence and cligibility for licenstate in Texas. Minimum salery for both positions: \$35,744. Applications must include
cover letter stating interest in, and companibility with, the postition; current curriculum
vitae; and sat least three letters of reference.
Application deadline is April 15, 1992.
Clearly state whether you are applying for
Position #1 or #2. Search communitee or Psychologist 1V-Position #2 Search
Committees, Counseling and Mental Health

portunity, Aftirmative Actual employers.

Psychology: Tenure-track Assistant Professor. To teach junioriscand level psychology courses and graduate operates in applied counseling MA program. Prefer ability to teach graduate courses in assistant, including projectives. Pour courses/sension teaching load. Ph.D. required. Summer teaching sortially available at excellent rates. Ph.D. required. License required.



### **EMPORIA STATE** UNIVERSITY

Coordinator of Student Activities. Organizations and Special Events

Emporia State University invites applications for the 12-month coordinator position to begin June 18, 1992. Re-sponsibilities also include greek affairs, leadership training, multicultural awareness, student government, management of student organizations office and University Special Events Executive Secretary.

Candidates must possess a Master's degree in Student Personnel Administration or comparable degree in higher education, along with a minimum of three years' experience in the student activity field. Student development and advising skills required. Salary will be commensurate with experience and qualifications. Review of appli-cations will begin April 20 and continue until the posi-

Send letter of application, current résumé, and three letters of recommendation to: Coordinator of Student Activities Screening Committee, c/o Marilyn Buchele, Campus Box 7, Emporia, KS 66801-5087. ESU is an Affirmative Action, Equal Opportunity Employer and encourages applications from members of protected



### DePAUW UNIVERSITY

Assistant Director of Residence Life (Quadrangle Director)

Opportunity for creative student affairs generalist to have a significant impact on an evolving residence life program. Responsible for all aspects of residence life for half of the University's residence halfs system—educational and social programming, training and supervising student staff, individual counseling and advising, promoting student rights and responsibilities, advising student government, and working cooperatively with entire student affairs staff. Master's degree or previous experience required. Apartment and 10 month's board included, Sond résumé and credentials to Thomas D. Amer, Associate Dean of Students, DePauw University, Greencastle, IN 46135-1780. Interviewing at NASPA.

DePAUW UNIVEKSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER. Women and minority candidates are encouraged to apply.

### DIRECTOR

### **African American Education Office**

The University of Wyoming seeks an immediately tenurable individual with a doctorate for the Director of the African American Education Office, located in the College of Arts and Sciences. The position will be a 12-month, tenure track appointment, with academic rank to be held in an appropriate department within the University. Duties include assisting in recruitment and retention activities; providing academic and support services for African American attudents; lialson efforts between the African American community and LW<sub>1</sub> assisting in the development of African American curriculum at LW<sub>1</sub> teaching and research; coordination with Athletics and Student Services; obtaining external funding for the program; and working with African American student groups. Candidates must have their doctorate; substantial direct knowledge and experience with the African American community; experience with academic services, counselling, and support services is preferred; excellent interpersonal, written, and oral communication skills; with experience in grant writing and administration is highly destrable. Salary will be commensurate with qualifications/experience. Please forward a letter of application, curriculum vitae, and the names, addresses and phone numbers of three references to: Oliver Walters, Chair, African American Search. College of Arts and Sciences, University of Wyoming, P. O. Box 3254, Larame, Wyoming 82071-3254; (307) 766-4104. Application review will begin May 1, 1992. AA/EEO Employer.

Salary: \$30,000. Seed leiter, vitue, transcripts, and three leiters of reference to Dr. scripts, and three leiters of reference given to candidates from APA approved programs. We prefer strong Science strong

tive Action Employer.

Psychology, Scrippo College seeks a developmental psychologist. This is a one-year position, pending approved of a tenure-position, pending approved of a tenure-position of a tenure-position, pending approved of a tenure-position of a tenure-position of a tenure-position of a tenure-position of a tenure-position, pending approved of a tenure-position of

Paychology: The School of Professional
Psychology: Wright State University, is
seeking two Assimant Professor lavel faculty members. Full or part-time appointments are possible. The candidates must

Psychology Teaching position in graduate Counseling and Psychology at St. Martin's College. Ph.D. strongly preferred; MA with extensive experience considered. Strong clinical skills and teaching experience important. Sond résumé, gradicate transcripts, two letters of recommendation

The George Washington University

### **Director of University Police**

Applications are invited for a Director of University Police. The Director is responsible for planning, implementating, administrating and evaluating of all aspects of the campus security program. Incumbent supervises a uniformed force of 60 officers, directs criminal investigations, initiates crime awareness programs, educates the academic community in safety and security matters, and provides liaison with other metropolitan universities and law enforcement agencies

Chartered by Congress in 1821, the George Washington University occupies 43 acres in the nation's capital. A private coeducational institution, GW has an enrollment of over 17,000 students, including 6,000 full-time undergraduates, representing all 50 states and 100 foreign countries. Situated in the historic Foggy Bottom section, the University is just blocks from the White House, the State Department, the Kennedy Center for Performing Arts, and many other governmental and cultural institutions. GW is comprised of seven schools with 88 undergraduate, 182 master's and 77 doctoral programs

The successful applicant for the Director of University Police must have a minium of 12 years of progressively responsible experience in law enforcement activities. with at least four of these in a college or university setting. A bachelor's degree in criminal justice, sociology or related field is necessary; master's preferred. Qualified candidates should send covering letter, resume, and names, addresses and telephone numbers of three references to:

> Ann E. Webster, Chair, Search Committee for Director UPD The George Washington University Rice Hall 403. Washington, DC 20052 This position must be filled by July 1, 1992.

PERALTA COMMUNITY COLLEGE DISTRICT

### DIRECTOR OF EDUCATIONAL DEVELOPMENT

\$51,456-\$62,556/Annual Apply By: April 13, 1992

MA Degree and one year of formal training, internship or leadership experience reasonably related to this administrative assignment.

Obtain application from

Peralta Colleges 333 E. 8th Street Oakland, CA 94606 (510) 466-7297

AA/EOE

Psychology Professor of Developmentol Psychology, University of Northern lows seeks a senior scholar with an established national reputation to fill a joint appointment in the Department of Psychology and the Resents' Center for Egriy Developmental Education. The appointment (extingence of the Egrip Development leducation) and trading for APA laterns. Development (extingence of the Egrip Development leducation) and trading for APA laterns. Development (extingence of the Egrip Development leducation) and trading for APA laterns. Qualifications include: If seesaure for include: If seesaure for include the Egrip Development leducation and trading for APA laterns.

Psychology: College of the Redwoods in Bureka, California, needs Psychology In-structor. Pull-time tenure track position on the beautiful Pacific North Coast. \$29,122 to \$44,038. Starts August 13, 1992. Applica-

pervision and training for APA laterms. Qualifications include: licensure of nicense-eligible) as a psychologist in California, doctorate and internable preferably.
APA-accredited) and university counselingcenter experience. Skills to work with diverse populations and provide training in
multicultural issues. Carer 12-month posttion starms September 1, 1992. Salary commensurate with experience; excellant benefits. Apply to Staff Employment Office,
Administrative Annex, TB 122, University
of California, Davis, California 95416, 59-1tion open until filled but not inter than April
24. Applications must be received on or beforce the final filing date and must include
the vacancy listing number 0224 (postmarks are not acceptable). Include application form, a current vita, and three letters
of reference. References seat separately
from the application must also laxes the vacancy listing number. For required application material call (916) 732-031, MondayPriday, 16-30 an. 2-200 pm. For more information about the position, contact judith Mack, Counselins Center (946) 7320471. The University of California Irçan
Equal Opportunity, Affirmative Artiers
Expeloyer institution and actively seeks
comingations and expressions of interest
from candidates of diverse ethnicity and
sexual orientation.

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**BULLETIN BOARD:** Positions available

University of Wisconsin Marathon Center

**Director of Student Services** 

The University of Wisconsm Center-Marathon County invites applications for the position of Director of Student Services. The Director is responsible for the supervision and administration of the overall program, which includes eight professional and clerical staff members. A member of the academic staff, the Director reports directly to the Campus Dean.

The UW Center-Marathon, one of 13 University of Wisconsin Centers, is a

The UW Center-warranten, one of reference years and element of the freshman-sophomore theral arts transfer institution with an enrollment of 1,200 students. The campus is located in Wansan, a metropolitan area 140 miles north of Madison with a population of over 70,000 people. In addition to credit instruction, the Center provides continuing education and cultural and fine arts resources to a very supportive community.

and the arts resoluted by the provises high school relations, recruiting, admissions, financial aids, anademic advising, counseling, student activities, and residence hall management; provides haison with baccalaureate institutions and the community; develops and monitors the Student Services

An earned doctorate and supervisory experience preferred. Master's degree and broad experience in the areas listed above required. Experience should include 3-5 years of full-time employment in Student Services functions at the college/university level. Demonstrated effectiveness in working with students, staff, faculty, and parents is required; further, the individual should be capable of effectively representing UWMC in a public setting.

Send letter of interest, résumé, graduate school transcripts, aud three current letters of reference to: Sally Paul, Search & Screen Commutee Secretary, University of Wisconsin Center-Marathon County, 518 S. 7th Ave., Wau-

The University of Wisconsin System is required to release, within two days of a request after the deadline for receipt of nominations and applications, a combined list of all nontinees and applicants without differentiation.

The University of Wisconsin Center-Marathon County is an affirmative action, equal opportunity employer and encourages women, members of minority groups, handicapped persons, and veterans to apply.

DIRECTOR OF THE ANNUAL FUND

Reed College

Reed College, located in Portland. Oregon, invites applications and nominations for the position of Director of the Annual Fund. Pounded in 1909, Reed is a young liberal arts institution respected for its distinctive curriculum and fierce dedication to teaching. Reed brings logether people and kleas in a way that is all its own. Members of the College community are self-motivated, a group of distinguished individuals working together.

viduals working together.

POSITION DESCRIPTION: The Director will plan and implement a comprehensive annual giving program. The Director will identify, cultivate, and solicit leadership minual giving prospects, as well as recrult bain and monage a cadre of volunteers. Responsibilities include supervising an annual giving staff, overseeing reunion and parent giving campaigns, coordinating special events, overseeing phonations, direct mait an acknowledgment systems. Desired qualifications: Bachelor's degree and a minimum of three years of annual giving experience, preferably in higher education. Our kleal candidate will be creative, will be able to communicate effectively with a wide variety of constituencies, and will possess a proven record of accomplishment in this area. Send a letter of application, resumé and names addresses of five references to Elizabeth C. Gruner, Director of Development, Reed College, 3202 S.E. Woodstock Bivd., Portland, Ok 97202, Deadline: April 8, 1992.

PROGRAM OFFICER

**Great Lakes Colleges Association** 

A consortium of twelve private liberal arts colleges in Indiana, Michigan and Chio is seeking a full-time Program Officer. The Officer provides programmalic assistance in all areas of consortial initiative, with special responsibility for international and multicultural programs. Other Association programs address faculty development, curricular change, women's studies, assessment, administrative strategies, and issues of public policy.

Qualifications includes a minimum of a manufacture of approximational

Salary: Competitive, based on experience and education.

Deadline for applications: postmarked April 22, 1992.

### Director of Academic Achievement Center/ **Educational Opportunity Program**

California State University, Sacramento, founded in 1947, is the seventh largest rampus in the C5U System with a current shident population in excess of 23,000. The University is located on a free-covered, 300-acre campus along the historic American River. A program of instruction taught by approximately 1,400 faculty provides students with opportunities to earn teacher's degrees in 54 disciplines and master's degrees in 40.

As California's capital, Sacramento has an advantageous setting for a dynamic academic program. The proximity of CSUS to the California legislature and other agencies of state and federal government provide unparalleled opportunities for faculty and students to participate in public service through policy research, internships and employment. Sacramento is a high growth metropolitan area with a population of about 1.3 million. Outstanding cultural, recreational and entertainment upportunities are available both on campus and in the northern California region.

RESPONSIBILITIES: The Director of the Academic Achievement Cen-ter/Educational Opportunity Program is responsible for the day-to-day operation of the Center and its respective programs, as well as program development, and coordinates all the Center's program activities with other university-wide and school-based retention efforts, organizes the other university-wide and school-based retention efforts, organizes the staff workload to serve effectively the student populations for which the Center has particular obligation, and shares with other program managers in Academic Affairs the responsibility for developing and maintaining a unified retention plan that is consistent with the overall goals and objectives of the University's priorities. In addition, the Director oversees contracting, funding and Center use of computer-based guidance, and serves on University and/or Senate committees representing the Vice President and Assistant Vice President. The position is under the general supervision of the Assistant Vice President for Educational Equity and Student Retention.

QUALIFICATIONS: The successful candidate should have knowledge Applications: the successful candidate should have knowledge of special service programs for underrepresented students, counseling, and developmental strategies for first generation, low-income into other students; special funded categorical programs; instructional programs; and demonstrated ability of effective confacts and relationships with the community. A Ph.D., or Master's degree in a relevant field, is required. ANTICIPATED STARTING DATE: July 1, 1992.

APPLICATION PROCEDURES: Applicants should submit the following materials by April 15, 1992: letter of application; current resume; names, addresses and telephone numbers of three references who can address professional preparation and experience.

Office of Faculty and Staff Atfairs Administration 265, Box AAC/EOP Administration 265, Box AAC Sacrainenio, CA 95819-6032

California State University, Sacramento is an Affirmative Action, Equal Opportunity Employer, and has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of qualified people, including underrupresented ethnic minorities, women, disabled individuals, and Vietnam-era veterans who are representative of the diversity in California. CSUS hires only those individuals who are lawfully authorized to accept emptoyment in the United States.

SEARCH EXTENDED

### DIRECTOR OF DEVELOPMENT

Salom State College is sacking to fill the position of Director of Development. The Director is sation state complete seeing to in the position of Director of Development. The Director will be responsible for the management of all College development and fundralising activities, including but not limited to the Aprilla Fund, corporate and planned giving programs, and management of alumin and financial records. The Director will work closely with the Salem State College

Qualications include a Bachelon's dayue, a minimum of 5.7 years' related experience, a strong commitment to excellence in and knowledge of the workings of higher education, superior com-munication skills and the ability to work effectively with administrators, faculty, staff, and alumor corporate executives, hierds of the College and students. Expenence in fundaming with specific capital campaign experience is required. A Master's degree and experience in another commitment to working in a multipolithmic, multipolithmic community are preferred. Salary in mid.

To apply, some letter of application, resume and three letters of reference to: Office of Altermative Action, Salem State College, 262 Latepatte St., Safean, MA 01970. Application review is ougoing and will continue until the position to filled.

SALEM STATE COLLEGE IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER, PER-SONS OF COLOR, WOMEN AND PERSONS WITH DISABILITIES ARE PARTICULARLY EN-COURAGED TO APPLY.

Salem State College

Public Administration: The University of South Dakoin seeks to fill a tenure-track [Assistant Professor of Political Science (Public Administration emphasis). The primary teaching reaponsibility will be in the several field of public administration. Must be able to teach in the budgeting and linguistic source of the introductory American Government course. Preference will be given to consider with an interest in planning and public politics. Considers with an interest in planning and public politics. University of North Carolina at Wilmington, intrinuoral Coordination of Student Affairs. Responsible for, but not limited to, overall elapsiment include economic development and local goverancent administration. An important part of the department is the important part of the department is the Governmental Research Bureau which co-asses in applied research. Qualifications to-clude Ph.D. or D.F.A.: ABLs in the final stages of dissertation writing will be considered. The salary is dependent upon qualifications. The contract period is the nine-month scademic year with the possibility for aumorar session and extension teachmonth academic year with the possibility for aummer session and extension teachins. Position available August 16, 1992. Applications will be reviewed starting April 17, 1992 and continue until a suitable candidate. Is hired. Interested persons should send; (1) a letter of application; (2) a current wita; (3) official transcripts; and (4) three letters of recommendation to: Dr. Frederick W. Zuerchar, Chair, Department of Political Science, University of Sputh Dakots, 414 East Clark Street, Vermillion, South Dakots 5769. An EEO/AA employer. Women and shorities are especially urged to apply.

Public Administrations Tenure-track facul-ly: Primary field: Public Administration. Seandary field: Public Law andor Ameri-can Institutions. Ph. D. D. P.A. or A. B. D. Public sector administration experience de-tainable. Start September 1992. Deadlins May 1, 1992 or until filled. Mankato State

sports programmins. Duties include program registration; program and facility
scheduling; recruiting, training, supervising and avaluating student staff of supervisors, officials and game rersonnet; budgeting; field safety and program risk management; markeling and advertising programs
and program evaluation. Bothelor's degree
in Recreation, Physical Education or related field, required, Master's degree prefetred. Domonstrated skills and knowledge
of latramural programming and policy makins and one year of intramural experience
at the collegiste level rendred. Salary
\$19,320-\$20,672. Position is available July
1, 1992. To ensure consideration, applications must be received by March 31, 1992;
bowever, applications will be accepted until the position is filled. Submit letter of application, résumé and three lotters of refereace to Search Committee. Office of the
Dean of Students, University of North Carcilina at Wilmington, 601 South College
Road, Wilmington, 601 South College
Road, Wilmington, North Carolina 24(E3297; UNICW is a comprehensive Level I
institution with an employment of approximately 8000 students and is located in
southeastern North Carolina. The University of North Carolina is Wilmington is an
EEGNAA Aemployer.

Recreation Administration: University of

Senior Woman Administrator

Associate Director of Athletics/

California State University, Fullerton invitas applications for this position to be effective on or before July 1, 1992. RESPONSIBILITIES: Oversee department compliance and academics, supervise 12 man's end women's sports, ethietic training room and department's substance abuse education program. As Senior Woman Administrator, oversee equity program. QUALIFICATIONS: Advanced degree preferred, baccalaureate degree required with a minimum of 3 years of athletic administration experience, preferably at the Division I level. SALARY: Commensurate with aducation and experience. APPLICATIONS: Please send letter of intent summarizing qualifications and relevant experience, a current résume, and 3 letters of recommendation to:

Dr. Lee Gilbert, Chair Search Committee for Associate Director of Athletica/Sanjor Woman Administrator c/a Office of the President California State University, Fullerton P. O. Box 34080 Fullerton, California 82834-8480

FILING DEADLINE: APRIL 17, 1992. California State University, Fullerton is an Affirmative Action, Equal Opportunity, Title IX Employer.

### DIRECTOR OF CORPORATE & FOUNDATION SUPPORT

Reed College

Reed Cotlege, located in Portland, Oregon, invites applications and nominations for the position of Director of Corporate and Foundation Support. Founded in 1909, Reed is a young liberal aris institution respected for its distinctive curriculum and flerce dedication to teaching. Reed brings together people and ideas in a way that is all its own. Members of the College community are self-motivated, a group of distinguished individuals working together.

POSITION DESCRIPTION: The Director is responsible for the identifi-POSITION DESCRIPTION: The Director is responsible for the identification, cultivation, and solicitation of corporate and foundation prospects for college-wide funding priorities. The candidate must be self-motivated and have excellent writing, organizational and managerial skills. Desired qualifications: Bachelor's degree and minimum of three years' fund-raising experience, or any combination of experience which provides the applicant with the desired skills, knowledge and ability to perform the job. Send letter of application, résumé and names and addresses of five references to Elizabeth C. Gruner. Director of Development, Reed College, 3203 S.E. Woodstock Blvd., Porlland, OR 97202. Deadline: April 8, 1992.



### AREA COORDINATOR FOR **RESIDENTIAL LIFE**

Responsible for the administration of three residence halls housing approximately 420 students. The Area Coordinator supervises undergraduate residence hall staff, and assists in the recruitment and training of all staff. Other areas of responsibility include membership on a college health issues committee, student developmental programming, on-call crists therevertion, and discipline, Computer knowledge and adventure education experience preferred. An 11-month, live-in position. Apartment provided. Bachelor's degree and related experience required. Sond cover letter, ristumé, and three fotiers of reference on Beth Varmum, Assistam Dean and Director of Residential Life, Hartwick College, Oneonta, NY 13820 by April 15, 1992. An Equal Opportunity Employer.

gram Director. Responsibilities: Plan, organize and program competitive and recreational lengues; supervise personnel including one full-time staff member, OA.

University, Mankato, Minnesoin 56002.
Dr. Kunkel, Box 7. Minorities, women encouraged.

Recreation: The University of North Carolina and Continuation of the staff member, OA.

Recreation: The University of North Carolina at Wilorington, Intrumural Coordinations, or the window, or the staff member, of no fewer than three references to coordinate programs and facilities. Ouslifications: Water's addressive factor of no fewer than three references to coordinate programs and facilities. Ouslifications with other program directors to coordinate programs and facility and in writing. Starting date: July 1, 1992. Salary: \$21,000-\$23,000 plus benefits. April 1992 17, 1992. To Aprily: Send latter of applica-tion, complete resume and three letters of recommendation to: Chair, Search Com-mittee, Department of Recreational Sports, University of Minnesots, 196 Cash Hall, 1900 University Avenue Southeast, Minne-apolis, Minnesota 35453, The University of Minnesota is an equal opportunity educator and employer.

Secreational Sporta: Assistant Director, intramurals and apecial events at Kansas
State University. Twelve-month profesalomal slaft position with benefits. Responsibilities include: Administration profesalomal slaft position with benefits. Responsibilities include: Administration profesalomal slaft position with benefits. Responsibilities include: Administration profesalomal slaft position with benefits. Responsofteness include: Administration of administration of administration of apecial events. Bachenor's required. Menter's preferred in Regrantian sports programs, assist to the
administration of apecial events. Bachenor's required. Menter's preferred in Recroation, Physical Education, Recreational
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related experience in intramural/recretermines year the professional sports
and amplitudes and dust sports
beginning of computers, statistical analysis,
and human relations. Interviewing in Clucinnati at NASPA conference. Minnmun of Bachelor's, Master's in higher education, business administration, student
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JAMSEO depending on experience. Minnmun of Bachelor's, Master's in higher education, business administration, students of administration of decations, personned.

Regi

demic records, reporting of grades and commencement. Familiarity with BAN-NER is recommended. Salary commensurate with experience. Send letter of interest and resume with the professor of the Office of Human Resources, Shepherd College, Stapherd Stown, West Virginia 25443, Position open until filled. AA/BEO employer.

aged to apply.

Religion/Theology: Cleoree Fox College invites applications for a position teaching undergraduate and graduate courses in Theology/Philosophy/Bible or Theology/Church History/Bible. Ph.D. or Th.D. completed or assured, with successful college tracing experience. Cleorge Fox College is affiliated with the evangelical Friends Church, and seeks faculty who are committed to the Christian faith and its values. Send letter of application which states your philosophy of Christian higher education, plus risumed and names of thrue references, by April 6, 1992, to Lee Nash, Vice President of Academic Affairs, George Fox College, Newberg, Oregon 97132. Deadline may be extended.

nutrition research helpful. Mator Responsibilities: The applicant will garticipate in a research program dealing with forage production, utilization, laboratory assessment of sumples and statistical analysis, and systematic presentation of results from forage and other small ruminant research trials. Salary: Commensurate with trainian experience. Effective Date of Appointment: May 11, 1992. This is a temporary position and is supported by a larce-year USDA grant renewed annually. Application Deadline: April 15, 1992. Application Send a letter of application, personal resumé, official transcripts of undergraduate and graduate education and request that three reference letters be forwarded to: Melvin El. Walker, Jr., Director, Asticuliural Research Station, Fort Valley, Georgia 31030-3298; telephone: (912) 255-6344. An Equal Opportunity, Affirmative Action Employer. Current Federal Law requires identification and alignitity venication prior to employment. Only U.S. critzens and aliens authorized to work in the United States may be employed. grams and assist with future planning of de-partment. Bachelor's degree and knowl-edge of one computer language required. Experience in on-line computer records and/or academic administration desired. Send cover letter, résumé and names and addresses of three referances by April 8, 1992 to: Becky Guttstein, Employment Manager, Butjer University, 4600 Sunset Avenue, Indianapolis, Indiana 46208. EOE/AA, Women and minurities encour-aged to apply. Research/Biochemistry: A Post-Doctorate/ Research Associate postilon is available at the University of Arkansas, Payetteville, Arkansas for an individual to study the mechanisms of banterial attachment to positiry skin. Individual should have a Ph.D. degree and extensive training in both

# Wartburg College

### DIRECTOR OF FINANCIAL AID

Wartburg College invites applications and nominations for the position of Director of Financial Aid. The director will provide leadership to a program that administers more than \$9 million in institutional, stale and federal financial aid.

Position Description: The director is responsible for all aspects of the financial aid program. A primary emphasis is placed on working closely with students and their families in planning and meeting the costs of a Warburg education. In addition, the director will provide the analysis and projections necessary to assure the effective use of college-funded finan-

Qualifications: The Director of Financial Aid will possess a strong commit-ment to church-related liberal arts college and have the ability to work with a diverse group of majority, inhority, and international students. A bachelor's degree is required and a master's degree is preferred. Three to five years' previous financial aid experience or related experience is Salary: Commensurate with qualifications and experience

Application: Interested candidates should submit a letter of inquiry, resumé and the names and phone numbers of three references to:

Doug Mason Vice President for Advancement Wartburg College 222 Ninth Street Northwest Waverly, IA 50677

The search will continue until the position is filled. Wartburg College is an Affirmative Action and Equal Opportunity Employer. Applications from minorities and women are encouraged.



### **MUSKINGUM COLLEGE** Director of Admission

Muskingum College invites applications and nominations for the position of Director of Admission. The Director reports to the Dean of Euroliment, will participate as a member of the enrollment management team, and is responsible for the daily operations of the Office of Admission. Responsibilities include management of a staff of five professionals, five support persons and a staff of student workers, control of all recruitment efforts, development of marketing strategies, publications, long & short range planning and budget control A viable candidate would have several years' experience preferably in private college admissions work at least at the Associate Director level and have Screening of candidates will begin April 15, 1992. Send résumé and three

Director of Personnel Muskingum College New Concord, OH 43762

Muskingum College, founded in 1837, is located in Southeasiem Ohio on a rolling, 215 acre campus Affiliated with the Presbyterian Church (U.S.A.) Muskingum College offers a strong liberal arts undergraduate program and Master's Program in Education. Muskingum College is an Equal Opportunity

### DIRECTOR OF ADMISSIONS AND FINANCIAL AID

Master's degree and 3-5 years' experience in admissions, financial aid, and/or enrollment management are required. Significant knowledge of successful recruitment strategies in undergraduate admissions and demonstrated ability to administer state and federal financial aid programs are required. Send letter of application, résumé, transcripts, and the names, addresses and telephone numbers of at least three current references to Dr. Lana Low, Director of Enrollment Management, Clinch Valley College, College Avenue, Wise, VA 24293, Applications will be accepted until the position is filled. The review process will begin on April 15, 1992, but applications will be accepted until the position is filled. Clinch Valley College is an Equal Employment Opportunity, Affirmative Action Employer.

GLCA is an Affirmative Action, Equal Opportunity Employer. coanning and transmission electron microscopy. A strong background in food microbiology is required and training and education in chemistry and biochemistry is preferred. This is a full-time, non-tenured track position funded by a yearly renewable USDA arant. Salary is commensurate with qualifications and experience. The position is a loint appointment between the Department of Animal and Poultry Sciences and the Department of Biology and Agricultural Engineering. Position will require a loint appointment between the Department of Animal and Poultry Sciences and the Department of Biology and Agricultural Engineering. Position will require a supplement on the found. A letter of application, résurné, academic transcripts of al cofices work, and names, addressés and telephone numbers of itree references abould be sent to: Dr. Joel Walker, Biological and Agriculture Engineering Hall 200. University of Arkansas, and Agriculture Engineering of Arkansas is an equal opportunity, entransity of Arkansas is an equal opportunity, the the United States.

Retearch / Biochemistre. Research Association in the United States.

An employer paid anvertusement.

Research / Biochereistry: Research Associate. Requires MD or Ph.D. degree and a minimum of 2 years of relavant research experience in biochemical and molecular biological techniques. Will carry out independent research relating to the structure and function of voltage-dependent todaym channels. Must have strong experience in

# JMU

### James Madison University Assistant Director of Greek Life and Orientation

James Madison University is a state-aided institution with an enrollment of more than 11,000 students. The position requires provon managerial skills with demonstrated competencies in administration, research, leadership and program development. Responsibilities include the advising of twenty-one greek organizations, lacility management for seventeen greek living units, the supervision of the orientation office as well as the coordination of divisional research efforts. Qualifications: Master's degree in Student Personnel, Counseling or related field required. Previous experience in national greek filte and orientation desired. Salary is competitive. Priority consideration will be given to those applications received by Aprill 15, 1992. Send a letter of application, resumé and the names, addressee and phone numbers of three references to Michael Way, Office of the Associate Vice President for Student Affairs, James Madison University, Harrisonburg, VA 22807. James Madison University is an Affirmative Action, Equal Opportunity Employer and especialty encourages applications from minorities and women.



### The Colorado College

### Residence Hall Director Assistant to the Dean

Residence Hall Director/Assistant to The Dean, Colorado College, Master's degree required, prior residence hall experience preferred. Responsible for the administration of a coeducational residence hall of 250–340 undergraduates; selection, training and supervision of 10–12 student staff; programming; counseling; coordinating the administrative functions; actively participating in departmental and College committees. Assistant to the Dean responsibilities in areas stich as Greek advising, alcohol and drug education, student leadership development, and security education. Available August 1, 1992. Compensation includes furnished apartment, board, and \$16,500 stipend; 10 month. Interviewing at ACPA/NASPA. Send resume plus three letters of reference to: Ms. Dana Wilson, Office of Residental Life. The Colorado College, Colorado Springs, Colorado 80903. Application deadline April 6, 1992. "Colorado College is an Equal Opportunity Employer and invites applications from minorities, women, and individuals who can address the concerns and/or perspectives of minorities and women. Residence Hall Director/Assistant to The Dean, Colorado College. Master

# 300

### ASSISTANT DIRECTOR OF RESIDENCE LIFE THE COLLEGE OF WILLIAM & MARY

William & Mary is seeking an experienced professional to serve a Assistant Director of Residence Life for Administration and direct mus of the administrative responsibilities of the department.

- Directs all aspects of the room assignment process for 4500 under graduate, graduate, and family residents. This includes market ing, the notification process, billing, coordination with othe College agencies, supervision of the office staff, training of studen and professional staff, serving as a resource, resulving studen concess.
- Responsible for the review/revision of all office publications.
- Serves as office coordinator for Summer Conference Program.
- Administers summer school program.
   Administers laundry machine contract.
- Serves as a member of the central office staff.

Qualifications:

Seeking an individual with a Master's degree in a related field and significant responsible residence life experience; who has excellent or and written communications skills; has a high tolerance for ambiguity and can demonstrate a commitment to service and student devicts ment. Candidates with demonstrable administrative experience and computer/desk top publishing literacy are preferred.

Salary Range: \$26,000 to \$30,000 with a full benefits package

Starting Date: June 1, 1992

Application Process: Send letter of interest, resume, and three letter of reference to:

Fred Fous Director of Residence Life The College Of William & Mary P.O. Box 8795

The review of applications will begin April 15, 1992 and the position will •Representatives from William & Mary will be interviewing at NASPA

AA/EOE; Minority candidates are encouraged to apply

### PROGRAM COORDINATOR THE VENTURE CONSORTIUM

The Venture Consortium, an 8-college consortium based at Brown University, seeks Coordinator for internshipmon-profit job; placement programs for college leavetakers and recent graduates. Responsibilities are to develop appropriate jobs; work closely with each member campus to oversee program operation; work on various special projects. Required: 8.A., excellent written and oral communication skills, ability to work independently as well as cooperatively, commitment to idea of leavetaking and the value of work in the non-profit sector. Salary is \$18,000-\$20,000 plus benefits. Contact Lisu Escobar, Admin. Asst., at (401) 863-2324 for full job description and application procedure. Application deadline is April 17, 1902. An EEO/AA Employer.

Qualifications include a minimum of a master's degree, strong organizational and communication skills, and an understanding of the private, residential liberal arts college. The preferred candidate will have familiarity with multicultural and global education issues and some teaching and/or administrative experience at the collegiate level. Research/Blochemistry: A position is available in the Department of Blochemistry. Vanderhit University School of Medicins, to a motivated and creative individual to pursue basic research on the mechanism of action of epidermal growth factor (EGF) and its receiptor. More specifically, the proposed research will involve structure/function studes of the EGF receiptor and grottens which regulate its knrucellular sortiens, which regulate its knrucellular sortiens, particularly during endocytosis. A appointment can be made up to the rank of Research Assistant Professor depending on qualifications and experience. A Fh.D. or equivalent foreign degree is required in the Write for a complete description. Nominations and applications, accompanied by a vita and a listing of five references, should be sent, no later than April 30, to: Dr. Jeanine L. Elliott, Vice President, Great Lakes Colleges Association, 2929 Plymouth Rd., Suite 207, Ann Arbor, Michigan 48105-3206.

the use of plasmid expression vectors, mutasenesis, cloudes and sequencing, as well as with the biochanical characterization of membrane orgations, as evidenced by publications in referred lournals and letters of recommendation from sentor investigators. Salary rauge 525,000-528,000 commensustations with prior experience, 5 days, 40 rate of prior experience, 40 rate of prior experience, 5 days, 40 rate of prior experience, 5 days, 40 rate of prior experience, 5 days, 40 rate of prior experience, 40 rate

Research/Chemistry: Research Associate.
Description the binding sites of 5-bromotermination and related compounds in sigh-

DEPAUW

### DePAUW UNIVERSITY

Assistant Director of Campus Programming

The Assistant Director will be directly involved in the creation and support of programming for a new multi-cultural living unit. The Assistant Director will also be involved with a wide variety of activities including; clubs and organizations support; advisement of student activities board; new student orientation, supportision of Union Building staff; and development of programs and activities for the campus community. Master's degree required. Previous experience in campus programming and residence life preferred. A commitment to multi-cultural programming as essential, interested candidates should send resume and credentials to: Tim Schnoer, Director of Campus Programming, Memorial Student Union, DePauw University, Greencastle, IN 46135. Interviewing at NASPA.

DePauw University is an Allurmative Action, Equal Opportunity Employer Women and minority candidates are encouraged to apply.

tandem mass spectroscopy for amino acid sequencing. Hours: 8:00 a.m. - 5:00 p.m.: 40 hours per week at \$24,000 per year salary. This is a university position. Must have proof of legal authority to work permanently in the U.S. Please aend résimit in: illinois Department of Employment Security. 40 it South State Street.—1 South, Chicaso. Ellipois 60605, Attendon: Arlene Thrower, Rofference #V-11.4974. No caits. Two copeas of your résumé required. An amployer paid advertisement.

Research / Chemistry: Postdoctoral Re-search Associate position, Applicants for this position must hold a Ph.D. in Organic Chemistry with emphasis in the area of hos-erocyclics. The successful applicant will conduct nearon on the synthesis of acved phosphorumidate antitumor agents includ-ing the property applicance of the pro-page of the property of the property of the pro-

document image segmentation. Programing skills in C as demonstrated by a conferred mydect is required. Established a search ability in document analysis as a denced by publications in referred conficences and journals is essential. Minimum BS in Electromic Engineering or Commun Science is required. 30K/year, 5 day, 3: hour/week. Respond with returned sad 23 ters of reference to NYS Department of bor, 68 West Humon Street, Birfalo, Ne York 14202. Job Order Number: 0702959

Research Assisting Processor. A Ph.D. or qualifications and experience. A Ph.D. or qualifications and experience in the binding sixes of 5-processor. This pole of the appointment requires the most has area-the initial quality of the recentors. This pole-offlinity labeling techniques are not proceed to conflict the processor of the proces





SPU is an evangelical Christian university in the Wesleyan tradition, serving more than 3,300 undergraduate and grativate students in the liberal ans and professions. The University seeks faith affirming Christian applicants who are complited to its mission and lifestyle expectations.

SPU announces these openings in the Office of Student Life. The starting I date for these positions is July 1, 1992. Review of candidates will begin April 11, 1992, and continue until the positions are filled. Normations, inquiries and applications should be directed to: Ms. Larie Wal, Office of Student Life.
Shattle Pacific University, Seattle, WA 98119; (206) 281-2041. Women and

### DEAN OF STUDENT DEVELOPMENT AND CAMPUS LIFE

Overview: The dean serves a primary advocate for student needs and concerns and for the education of faculty/staff about student issues. Responsibilities: a) Overall administration of policies affecting student life, including student discipline; b) Oversees budget management for the Office of Student Life; c) Coordinating, student orientation programs; d) Coordinating student life programming, including leadership selection, development and recognition: e) Administration and leaching in the student leadership education curiculum. Qualifications: Doctorate preferred, master's degree required in student development, higher education or related field; five-seven years' progressive experience. Reports to: Vice President for Student Life.

### **UNIVERSITY AUXILIARY SERVICES**

Overview: Provides administrative leadership for University programs and its effices including residence halls, food services, student union and conference services. Responsibilities; a) Coordinates contracts with food services, campus vending, and student medical insurance program; b) Serves as liaison between University and food service vendors in matters of marketing, personnel management, program development, chordination and evaluation. c) Develops and implements policies and procedures for the effective and efficient allocation of resources, provision of services to students and conference constituents, and fulfiliment of institutional programs in service areas; d) Directs the development of annual and long-range planning of maintenance and capital projects; e) Prepares and oversees department butigets. Qualifications: Master's degree in business or student development; sk years' experience in management of student operations or equivalent. Raports to: Vice President for Student Life.

### **DIRECTOR OF STUDENT LIFE**

Overview: Provides leadership for student activities on campus. Responsibilities: a) Works with the dean of student development in planning and implementing new student orientation: b) Plans and coordinates University wide programs and raditions including all campus picnic, homecoming. Christmas Tradition, et al.; c) in coordination with the dean, advises student government, clubs and organizations, coordinates leadership selection, lead-ership retreats, leadership events, and student leadership curricular and ex-tracurricular training. Qualifications: Master's degree in student personnel, higher education or relaxed field; five years' progressive experience. Reporta Stor Dean of Student Development and Campus Life.

### **ASSOCIATE DEAN**

### College of Information Studies at Drexel University

Drexel University's College of Information Studies is seeking nominations and applications for the position of Associate Dean of the College. Anticipated starting date is 1 July 1992.

ed starting date is I July 1992.

Drexel is a technological university with one of the nation's most extensive education programs. The College of Information Studies offers several multidisciplinary programs, granting the following degrees: B.S. in Information Systems; M.S. (undesignated, accredited by the American Library Association); M.S. in Information Systems; and Ph.D. in Information Systems. The college has approximately 200 undergraduates, 325 master's students, and 30 doctoral students. College: faculty are recipients of significant research fund, and the college is the site of a Pennsylvania-supported Center of Excellent in information systems research and development.

The Associate Dean, reporting to the Dean, is responsible for oversight of much of the college educational program. The Associate Dean position is polygenured, but an earned doctorate in library and information science, information systems, computer science, or another computing or information related distribline is required. Administrative experience equivalent to two years' service as a department head is desired. Industrial or government management experience is applicable. The Associate Dean is assisted by a full time revolvesional Student Services Coordinator and a 172 time clerk. The college also has a full time Assistant Dean with primary responsibility for S student recruitment, a Placement Director, and a Director of the Resource A Center (computing, nuclia, and on-site literature resources). Graduate assis-Contee (computing, suchs, and on-site literature resources). Graduate assignants and secretarial staff provide additional support.

The responsibilities of the associate dean are: undergraduate advisement; master's and doctoral student admissions and advisement; selection of students for awards; financial aid management; course scheduling; financial aid management; course scheduling; financial instrugement of the instructional program; equal opportunity programs; es service on university committees, especially those concerning undergaduate to against additional programs; in activities, and participation with the dean in college at professional associations; and participation with the dean in college planning and management activities. The Associate Dean will have the opportunity to teach, but teached in some required. ling is not required.

Please forward nontinations and applications, with three references, to Dr. is Richard H. Lytle, Dean, College of Information Studies, Drexel University, Plandelphia, Perusylvania 19104. Drexel is an equal opportunity employer. Review of applications will begin on 15 April 1992. Nominations and applications will be accepted until the position is filled.

I separate / Fisheries: Research Assistant, I salary \$ / Fisheries: Research Assistant, I salary \$ / 1,33 per month, 40 hours per real to the development and milization of methods for anolecular analyses of mitochondrial DNA molecules in marine fish systems for yet in fish systemsice and ropulation generics: Responsibilities include: (1) preparation of purified DNA from fish species; [IC] digestion using cloned, J2P-labeled mipochondrial DNA probes; and (6) autoradigeraphy. Additional responsibilities include training of graduate students and

post-doctoral persons in laboratory techniques, data analyses, and seneral laboratory maintenance. Requires Bachelor of
Science in Marine Biolosy, and 2 years'
related research in Fisheries Research. Appily at the Toxas Employment Commission,
Bryan, Texas, or send resume to the Texas
Employment Commission, TEC Building,
Austin, Texas 78778, Job Order #6599176.
Ad paid by an Equal Employment Opportunity Employer.

Research/Genetics: Research Associate to perform routine cell culture, microcell fusion, screening of YAC or cosmid libraries, construction and screening of a cDNA library, chronosome in situ hybridization.



ASSOCIATE CAMPUS DEAN

at Galveston

(A PART OF TEXAS A&M UNIVERSITY)

College of Geosciences and Maritime Studies



The Galveston Campus of Texas A&M, with budgets of \$15 million, is seeking applications for the position of Associate Campus Dean for Administration. As chief financial officer, the position reports to the Campus Dean. The successful candidate will be part of a growing campus that subscribes to excellence in education. The campus is a research and marine-oriented, public, 4-year university with 1200 students which offers a variety of marine and maritime degrees. Geographically, the campus is located on Pelican Island, minutes away from historic Galveston Island, 45 miles south of Hoston Texas uniles south of Houston, Texas.

RESPONSIBILITIES: The Associate Campus Dean for Administration is responsible for business and financial operations, integration of Galveston activities with those of the Campus in College Station, implementation of campus policies, plunning, organization, and evaluation of all financial and budget areas as well as personnel services, physical plant, purchasing, campus security and several other auxiliary services.

QUALIFICATIONS: The successful candidate will have significant and progressive fiscal and administrative experience in higher education. Strong lendership and team-building skills are highly desimble. An advanced degree or equivalent experience in business, public administration or reinted field is required. SALARY: Competitive and commensurate with experience.

APPLICATIONS/NOMINATIONS: Applications and nominations will be accepted through May 15, 1992. The appointment will be announced by April 1, 1992. Applications and nominations should be directed to:

Associate Compus Dean for Administration Search Committee Texas A&M University at Galveston P. O. Box 1675 Galveston, Texas 77553-1675

An Equal Opportunity Employer
Women and inhorities are encouraged to apply.

**Position Reopened** Salem Community College DEAN OF ADMINISTRATIVE SERVICES

Community College: a rapidly expanding comprehensive community college lucated in tural Salem County. New Jersey, midway between Washington, DC and New York City, seeks applications and communities for the position of Dean of Administrative Services. The individual will report directly to the President participating on the executive management team responsible for:

Management of all fiscal matters and the physical plant; direct supervision over ne-counting; finance management; budget preparation and coordination; purchasing and inventory; physical plant operations; personnel services; central services; bookstore operations; and security.

- Master's degree, Professional Certification, or equivalent in occounting, finance, or business-related field.
- or business-related Beld.

  An understanding and commitment to the philosophy of the community college and to participation in team management.

  2-5 years' current job-related experience in finance/business operations. College experience preferred.

  A proven record of successful management and staff leadership in higher education, preferably in a community college.

  Strong organizational, interpersonal, writing, and speaking skills with the proven ability to communicate effectively.
- Salary Range: \$48,000 to \$55,000 with excellent fringe benefits.

(609) 299-2100. Ext. 201
Ms. Mary Scott
Administrative Assistant to the President
Salem Community College
460 Hollywood Avenue
Carney's Point, New Jersey 08069

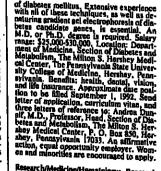
Closing Date: April 20, 1992.

Salem Community College is an affirmative action, equal opportunity employer

nd pulse field gel electrophoresis to identi-y the gene on a chromosome that induces is nessence in immortal human cells. Must senescence in immortal human cells. Must have M.D. or Ph.D. in Cellular Senescence or Molecular Genetics and one peer-reviewed publication involving molecular sipely of cellular senescence. \$20,000/year. 40 hours/week. Apply at the Texas Employment Commission, Houston, Texas or send résumé to the Texas Employment Commission, TEC Building, Austin, Texas 78778, Job Order #6599187. Advertisement paid by an Equal Employment Opportunity Employer.

Research/Medicines Research Associate, Pennsylvania State University. Position available for an individual with the ability to isolate, sequence, cloue, and perform site-directed cautagenesis on DNA of cas-didate senes implicated in the balloopenesis

**Bulletin Board** (202) 466-1050



Research/Medicine/Hematology: Research Instruction with experience in the purification of hematopoietic cell differentiation; ability to teach concepts of hematopoietic cell differentiation and fine greater techniques to graduate students. Fellows in Hematology and technologists. An M.D. destee or foreign equivalent is required and four years of Hematology research experience preferred. Salary 32, 320. Submit curriculum vitae to Dr. Sanford Krainiz, Director of the students of the production o

Ilematology, C3101 Medical Center North, Vanderbill University School of Medicine, Nashville, Tennessee 37322, Vanderbill University is an Equal Employment Opportunity, Affirmative Action University.

delphia, Pennsylvania 19123, Refer to Job Order #4427993.

Residence Life: Residence Director, Live-in provides valuable experience provides valuable experience. Master's required; prior residence work Master's required; prior residence and prior residence work. Order #4427993.

Residence Life: Residence Director. Live-in position provides valuable experience. Master's required: prior residence work experience preferred. Competitive salari, plus apartment. Doard, benefits. Teamonth contract. Summer employment available. Interviewing at NASPA/ACPA or submit letter and resumé directly to Cathy Sampson, Associate Director, Reidential Life and Housing, University of the Pacific, Stockion. California 95211; (20) 946-3331. An Equal Opportunity Employer.

ASSOCIATE DEAN FINANCE AND ADMINISTRATION

THE WHARTON SCHOOL UNIVERSITY OF PENNSYLVANIA

The Wharton School of the University of Pennsylvania is one of the preeminent schools of management in the world and is widely regarded as the leader in preparing students to succeed in a globally-competitive business environment. The School is committed to advancing the knowledge and understanding of global business and management issues. Through its curriculum, research, faculty and student activities, and its affiliations with other institutions, corporations and alumni, the Whatton School is dedicated to making an impact on the practice of management worldwide. Wharton offers undergraduate, master's and doctoral degrees, as well as executive education programs. The Schoolhas 11 academic departments and units, 22 research centers and three specialized education programs.

Wharton has an annual operating budget of \$105 million. The School has nearly 5,000 students enrolled in its various degree programs including 2,370 full-time undergraduates, 1,575 in the M.B.A. program, 200 in the Executive M.B.A. program, and 250 in doctoral programs. In addition, 4,700 people participate in the School's executive education programs. The standing faculty numbers 180.

The Associate Dean serves as the chief financial and administrative officer of the School, with broad managerial responsibility in the areas of financial management and reporting, human resources programs and administration, facilities management, computing and information systems, and strategic planning. The Associate Dean frequently represents the Dean to a variety of University consistencies.

The successful candidate should have a demonstrated tract record of strong, creative, energetic leadership and a thorough understanding of a wide array of disciplines. Significant experience in financial management, human resources management and administration, and strategic planning is required. The ideal candidate will have the demonstrated ability to initiate and sustain change within a large, complex organization. Finally, a participative management style is required.

interested candidates should submit a letter of interest and resume by April 15, 1992, to Dr. James C. Hess, Executive Vice President, Diversified Search, Inc., One Commerce Square, 2005 Market Street, Philadelphia, PA 19103.



The Wharton School of the University of Pennsylvania

The University of Pennsylvania is an Equal Opportunity/Affirmative Action Employe

### **DEAN OF INSTRUCTION OLNEY CENTRAL COLLEGE**

INSTITUTIONAL SEPTING: Olmay Central College, a public comprehensive community college in Olmay, serves rural-base communities in southoustern fillinois. One of four colleges comprising fillinois Eastern Community Colleges District #520 and accredited by the North Contral Association of Colleges and Secondary Schools. O.C.C. has an annual corrollment of approximately 2500 credit students representing 2100 FTR.

RESPONSIBILITIES: The Dann of Instruction is the chief scademic officer of the College and along with the Assistant Dean of Student Sorvices, Business Officer and Associate Dann of Nursing reports discily to the President of the College. The Dean of Instruction is responsible for all credit and non-credit instruction. Responsibilities encompess instructional leadership, curriculum and staff evaluation and development, academic support, and the instructional budget. In addition, the Dean is responsible for the Learning Resource Center, college bookstors, and Learning Skills Center.

ONALIER CATIONS. QUALIFICATIONS:

1. Earned doctorate in higher education administration preferred.
2. Successful record of mid- to upper-level line experience and innovative scademic leadership in higher education.
3. Successful record of quality leaching experience.
4. Understanding and acceptance of the philosophy of the comprehensive community college.
5. Demonstrated ability to communicate and work effectively with collegues, the public, and academic, administrative, and support Dersonnel.

Commitment to ecademic and managerial excellence. Compnairated experience with staff and curriculum evaluation and SALARY RANGE: \$37,000 to \$41,000

APPLICATION: Send letter of application, résumé, letters to:

PERSONNEL OFFICE
ILLINOIS EASTERN COMMUNITY COLLEGES
233 EAST CHESTNUT STREET OLNEY. II, 82450

APPLICATION DEADLINE: April 24, 1992; applications received after STARTING DATE: July 1, 1992

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

RULLETIN BOARD: Positions available



### Chesapeake College P. O. Box 8

Counselor

This is one of two counseling positions which provide educational, personal and career counseling to a diverse student body. Counselors provide initial academic advising to new students, teach college survival courses as well as provide work-stops of general interest. The counselors will assist with off-campus advising registration, and recruiting as necessary. Related chilles include program development, administrative assistance as well as college committee participation. equired: Master's Degree in Counseling, student services or closely related

Desired: Minimum of 5 years of prior experience working with students (prefer-shly at a community college level) and a program record of initiating a wide range of workshops and services. The ideal candidate will possess significant prior experiences in advisement and assessment and student affairs administration

Salary: \$31,294 to \$48,548, with a starting salary not to exceed \$39,940, subject to final budget approval, and dependent upon qualifications and experience. Liberal image benefits.

Associate Dean for Business and Technology Chesapeake College has an opening for Associate Dean for Business and Technology. The Associate Dean will be responsible for overseeing the administrative, budgeting and academic duties of the Business and Technology cluster. Required: Master's degree in business or technical field; teaching and administrative experience in career and technology education; evidence of leadership in career and technical education.

Desired: Earned doctorate in business or technical fields, teaching and adminis-trative experience in career and technical education in community colleges; prior meniance in developing tech-prep programs.

Salary: \$42,810 to \$66,412 with a starting salary not to exceed \$54,637, subject to final budget approval, and dependent upon qualifications and experience. CHESAPEAKE COLLEGE is a fully accredited, publicly supported regional community college offering 36 liberal arts and sciences, technical, and career programs. Located on 170 acres on Maryland's scenic rural Eastern Shore, Chesapeake College is only an hour away from Baltimore and Washington, D.C. and is easily accessible by U.S. Route 50.

Submit letter of interest and resume, stating position applying for, to: Mrs. Shirley C. Patchett Personnel Department Chesapeake Collega P. O. Box 8 Wye Mills, Maryland 21679

for primary consideration, résumés should be postmarked by April 16, 1992. However, position will remain open until filled. Candidates who are considered for an interview must furnish a copy of all transcripts at time of

Female and Minority applicants are encouraged to apply

### DAYTONA BEACH COMMUNITY COLLEGE

**DEAN OF ARTS AND SCIENCES** Daytona Beach Community College is a multi-campus comprehensive community college serving approximately 10,000 students. DBCC seeks a Dean of Arts and Sciences no, our sucents. Usice seeks a pear of Aris and occinces to voresee seven academic departments, providing college preparatory through university parallel courses in the sheral arts leading to the Association in Aris degree. In addition to responsibilities for budget development, faculty development and evaluation and curricular oversight, the dean will assume a leadership role in the following objectives identified in the college's Strategic Plan:

- Review and revision of developmental cou programs;

  Review and revision of the core curriculum;

  Creation of an environment which supports and promotes cultural diversity among faculty, staff and students, and in the curriculum.
- Candidates should have the following minimum qualification
- An earned doctorate; Successful administrative experience in an academic setting; Buccessiul teaching experience, preferably at a

Salary is low to mid 60's.

Applications must include a cover letter and resume with names, addresses and phone numbers of three references. Closing date is April 30, starting date, August 1, it possible. Minority applicants are strongly encouraged to apply. Interested applicants please submit resume to: Human Resources Department, DAYTONA BEACH COMMUNITY COLLEGE, 1200 Volusia Avs., Daytona Beach, FL 32114.

Residence Ulin Residence Hall Director positions. Austin College is a selective coeducational residential college for 1,200 students located in Sherman, Texas, sixty males not of Dallas. Expectations: Friendly responsibility for administration of a residential flying area. Active involvement in advising/counselina and providing learning opportunities for both individual students and groups. Meaningful participation in collaborative Student Life work group possible. Assist with the coordination of summer conference operation. Opportunity for secondary assignment in other student related areas of the college commensurate with the akills of the applicant and the occase of the college. Qualifications: Master's degree in student personnel, counseling, or related area. Candidates possessing an appropriate combination of standards are applicated of the college. Promonth appointment. Send letter of septication, resume and three letters of reference to: Mr. Timothy P. Millerick, Director of Sudent Life. Austin College, P. O. Box 1177, Sulfe J. Sherman, Texas 75091-1177. Sulfe J. Sherman, Texas 75091-1177.

Residence Life: Anticipated opening. Furman University has an anticipated opening for an Area Coordinanter, Responsible for an Area Coordinator, Responsible for an area of campus which accommodates approximately 800 students (predominantly women). Selects, Irains, evaluates, and directly supervises 30 undergraduate staff, refers discipline cases for proper adjudication, coordinates room assignment procedures, counsels students with personnel concerns, advises students with personnel concerns, advises students groups, and handles various administrative duties. Qualifications: Master's degree in Counseling, Student Personnel, or related field and residence life experience preferred. The position requires living on campus (in a rent free lakeside capin), superior administrative skills, and the ability to communicate well with a diverse population of audents, faculty, and staff. Salary: \$19,000 to \$21,000. Send retume and references to: Mr. Wayne King, Director of University Housing, Furman University, 300 Poinsett Highway, Greenyille, South Carolina 20613-0944. Application deadline is April 10, 1992. An Equal Opportunity Employer.

Residence Life: Assistant Director of Residence Life; Western Washington University, Belliopham, Washington. Tals is one of two mid-level Assistant Director positions

# JOHNS HOPKINS

### **DEAN OF HOMEWOOD STUDENT SERVICES**

The Johns Hopkins University Invites applications and nominations for the position of Dean of Homewood Student Services. The Dean is responsible for initiating, developing and maintaining programs and services that complement the University's learning environment and enhance the academic and personal development of students Major responsibility lies in functions relating to student life, including enrollment management, student services, student affirmative action, student development, and student relations and ethidies and student relations and ethidies. dent relations and activities.

The Dean of Hornewood Student Services reports to the Deans of Arts and Sciences and Engineering and has a major role on the senior management team, including planning, coordination, and resources allocation. The Dean has overall responsibility for the Counseling and Student Development Center, the Student Health Clinic, Student Activities, Minority Student Services, the Athletic Center, Auxillary Services, Housing and Residential Life, Admissions, Financial Ald, the Registrar's Office, and the Homewood Schools Student Business Office. The Dean administers an annual budget of \$41 million.

The successful candidate will have a record of demonstrated accomplish nne successing candidate will have a record of demonstrated accomplishment in executive leadership and management in student-related activities in a research university or its equivalent, excellent communications and human relations skills, demonstrated commitment to affirmative action, and a high degree of creative energy and capacity for hard work in an intense, challenging and diverse community. A minimum of seven years of relevant experience is required. Doctorate preferred, earned Master's degree required.

In order to be assured of consideration, please send application materials to arrive no later than 5.00 p.m. on Monday, April 27, 1992. Applications should include a personal statement of interest and qualifications, along with a complete resumé and the names, addresses and telephone numbers of five references. Please respond to:

Dean Search Committee The Johns Hopkins University 146 Garland Hall 34th and Charles Sts. Baltimore, MD 21218 AA/EOE

Smoke-free and Drug-free

**GEORGIA SOUTHERN UNIVERSITY** Associate Graduate Dean for **Admissions and Records** 

Responsibilities: With policy direction from the Vice President and Dean for Graduate Studies and Research, the Associate Graduate Dean for Admissions and Records directs the daily operations and supervises the staif of the Office of the Graduate School at Georgia Southern University. Selected graduate programs are offered in Savannah in affiliation with Armstrong State College and Savannah State College and in Augusta and Brunswick in cooperation with the resident graduate centers at those sites. The Associate Graduate Dean for Admissions and Records is responsible for the maintenance and integrity of all graduate student records. He/she will supervise graduate admissions, candidacy, and clearance for graduation; reconcile questions of academic standing; and assure equity and tairness in the graduate student appeals process.

academic standing, and assiste eligibility for academic appointment at the rank of Associate or Full Professor; minimum of three years' academic administrative or related experience.

The University: Georgia Southern University, a unit of the University System of Georgia, was founded in 1906 and became a regional university on July 1, 1990. The 457-acre campus is located in Statesboro, a community of approximately 30,000 residents. 50 miles northwest of historic Savannah and 200 miles southeast of Atlanta. Fall quarter 1991 headcount of over 13,000 reflects more than 100% enrollment growth since the fall of 1984, resulting in the addition of over 195 faculty positions. The University offers 25 undering the degrees in 77 major fields of study, thirteen master's degrees in 39 fields, and an Education Specialist degree with 15 majors. Georgia Southern offers selected graduate programs in Savannah in affiliation with Armstrong State College and Savannah State College.

Salary: Competitive; excellent benefits; twelve-month non-tenure track posi-

Salary: Competitive; excellent benefits; twelve-month non-tenure track position. Rank and salary commensurate with qualifications and experience.

Applications must include: A letter of application addressing the qualifications, vita, and the names, addresses, and telephone numbers of three references. All applications should be postmarked by Monday, April 20, 1992. The anticipated starting date is on or before September 1, 1992.

Address Inquiries and applications to: Dr. George Cox, Chair Search Advisory Committee Landrum Box 8113 Georgia Southern University Statesboro, Georgia 30460-8113 (912) 681-5384

Georgia Southern University is an Equal Opportunity, Affirmative Action Institution, Minorities and women are encouraged to apply. Georgia is an open records state.

reporting to the Associate Director of University Residences for Residence Life. The Assistant Director is a member of the Residence Life management staff, provides direct supervision for six full-time Resident Directora, and has administrative responsibility for approximately 37 Resident Advisora. Under the supervision of the Associate Director, the Assistant Director is responsible for the direction and development of aducational ivingsfearning programs in the residential community, activities planningsimplementation, overtisking student conduct, and leadership development. Qualifications: Mester's degree in College Student Personnel or related field; three years of full-time supervisory experience of the staff of the sta

ry range is \$27,000-533,868 per year plus full university benefits. Starting data is July 1, 1992. Sand a cover letter, current resume, and the names and phose numbers of three references to: Anne K. Bajaridge, Assistant Director Search Committee, Office of Residential Life, 516 High Street, Western Washington 20,16 High Street, Western Washington 20,259 Jib. All apolication materials must be received by Arvil 20, 1992. Please indicate whether you will be attending ACPA or the Western Placensont Exchange, Flease Cell (200) 676-2950 if you have any questions. Western Washington University is an Affirmative Action, Equal Opportunity Employer committed to building a diverse, broadly trained staff and we encourage all qualified individuals to apply for this position.

Particlemed Hier University of Florida, itself.

### DEAN, SCHOOL OF HUMANITIES, MANAGEMENT AND SOCIAL SCIENCES

The William Paterson College of New Jersey invites nominations and applications for the position of Dean, School of Humanities, Management and Social Sciences in a newly-created structure of four schools, of which this is the largest

The School of Humanities, Management and Social Sciences offers Bachelor's degree programs in Accounting; African, African-American & Caribbean Studies; Business Administration; Economics; English; Goography, History, Liberal Studies (Armanities); Liberal Studies (Social Belence); Philosophy; Political Science; Psychology; Sociology/Anthropology, and Spanish, as well as Master of Arts programs in English, Social Science, and an M.B.A. program, Also sifiliated within the School are a Women's Studies program; Humanities Honora africtionarial and Management Honora programs; a Semester Abroad program, and the Raiph Buncha Institute of Informational Affairs. With 122 http://doi.org/10.1006/

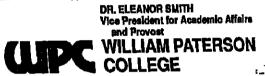
The Dean is the chief academic officer of the School, reports to the Provost and Vice President for Academic Affairs, and is a member of the Deans' Council. She is responsible for establishing the academic foundations and focusing the intellectual direction of the School; advancing and articulating its mission; planning and overseeing the development of its academic programs, and administring the School, including budget planning and management, and all personnel matters. The position provides an opportunity to facilitate interaction among scholars and leachers across the disciplines housed within the School, and to ancourage an integrated multi-disciplinary approach to undegraduate education.

The successive candidate must have a proven record of leadership and success in academic administration at a significant level of responsibility, proferably at the Dean's level; a degree of maturity that enables himfor to work collaboratively with a variety of individuals and groups; a demonstrated record of scholarly achievement and leaching experience commensurate with an appointment in a department of the School, and a commitment to the liberal arts as the foundation for the undergraduate collegiate experience.

Salary is dependent upon background and experience for appointment which will begin July 1, 1992.

Epocharian in 1855. The William Patorson Colloge of New Jersey serves approximately 8,000 undergraduate students through its 32 undergraduate programs. Its graduate enrollment numbers approximately 2,000 students in 15 graduate degree programs. On a 250-acre suburban campus 20 miles from New York City, WPC is an accredited state college and an affirmative actionique opportunity employer. The Colloge maintains a strategic commitment to goals of excellence, diversity and community.

Review of applications will begin April 13, 1992 and continue until the position is filled. Applications should be sent along with a letter citing specific accomplishments related to the above criteria, a curriculum vitae, and the names, addresses and telephone numbers of three (3) references who may be contected at the time of invitation to be interviewed with the approval of the candidate. Please loward to:



Wayne, New Jarsey 07470

### **DEAN OF INSTRUCTION**

PALO VERDE COMMUNITY COLLEGE Blythe, California

Palo Verde College, a fully accredited community college which was founded in 1947, is seeking candidates for the position of Dean of Instruction. Applications and nominations are being accepted until filled. The College is a comprehensive community college located in Southeast California. The College has doubled its enrollment within a three year time span and has a headcount of 2,000 +.

Responsibilities: The Dean is responsible for the academic and vocational programs. Duties include developing and working with instructional committees, selecting and supervising stalf, developing new programs, oversceing instructional curricula, developing a budget, scheduling classes, and planning.

Qualifications: Master's is required plus two years' supervisory experience at the post-secondary level in addition to two years' successful postsecondary teaching experience. Doctorate preferred.

nsation: An excellent fringe benefit package is provided. Salary Application: Submit letter of inquiry to Ms. Terry Nathanson, Administrative Assistant, Palo Verde Community College, 811 West Chanslorway, Blythe, California 92225, or call (619) 922-6168 Ext. 215.

Faculty Position Available: Accounting/Office Technology; Computer Technology/Business; ESL; Spanish/French.

Florida is a land-grant institution, offiliated with the Association of American University the Cauchy and departmental projects to dissect the Cauchy and departmental projects. Moste Class, and departmental projects. Moste with the Association of American Universities (AAU). Dedicated to reaching, research, and extension, the University has a student enrollment of 34,000 and employs approximately 11,000 fleculty and staff members. The Coordinator for Student Affairs (Residence Director) reports to the Assistant Director of Housing for Residence Life and is responsible for managing all appears of a residential living unit-ball housing 300-300 students with primary responsibilities that include the steechion, training and development of an undergradum Resident Assistant staff. Solary: Si8,000; requires on-campus residence and an apartment is provided as a filiago benefit. Mirmany existent, Assistant staff, Solary: of the staff of higher education, i.e., student personnel, counciling, or administration is preferred. Residence hall experience at a college or university personnel Services; 4th Phoor Stadium 985151; Calineaville, Ffords 32611. Application must be received by April 6, 1992. AAUECO.

Residence Life: Resident Director: The Resident Director supervises 1-4 halls housing up to 550 students, 10-20 Resident Assistants and, in some cases, a graduate against. Other duties include community





The University of Massachusetts Dartmouth invites nominations and applications for the position of Dean of the College of Business and Industry.

The Dean reports directly to the Provost and Vice Chancellor for Academic Affairs and is the chief academic and administrative officer of the College. The Dean has the responsibility to provide direction and leadership for the development and implemenwhen of all programs in the College of Business and Industry, especially in the position-ing of the College for eventual professional accreditation; to encourage and support effective teaching; to promote scholarship and research within the College; to enhance the College's reputation for excellence; to help maintain and encourage effective rela-tionships between the University and the business community in regional economic ent efforts; and to support the professional development and intellectual growth of the faculty.

Required Qualifications include an earned doctorate in one of the disciplines within the College of Business and Industry: proven administrative skills, understanding and appreciation for the requirements and processes involved with achieving professional accreditation; proven ability to lead in the development of short and long range plans in higher education; academic leadership ability, including the desire and ability to deal with divergent viewpoints; commitment and demonstrated success in advancing the objectives of Affirmative Action, Equal Opportunity, and cultural diversity; teal building skills consistent with a responsiveness to the needs of students, faculty, and staff; communication skills commensurate with the responsibility for being an articulate spokesperson for the College of Business and Industry within the scademic and business communities; a record of teaching excellence at the university level; and a record of research and scholarly activity appropriate to a tenured appointment within

The Callege of Business and Industry has a strong commitment to ecademic excellence. With an enrollment of 1570 undergraduate majors and 125 graduate students, it is the second largest undergraduate college in the University and houses the largest graduate program. There are 33 full-time faculty, 80 percent of whom have earned doctorates. The College is composed of four departments: Accounting and Finance, Management, Marketing, and Rextile Sciences. The College also administers the Small Business Development Center and the Center for Business Research.

The University of Massachusetts Dartmouth, a member of the five-campus University of Massachusetts System, is a coeducational institution enrolling over 6,000 students, of Massachusaita System, is a coeducational institution enrolling over 6,000 students, who have met selective admissions criteria, in graduate and undergraduate programs. The University is a comprehensive public institution, accredited by the New England Association of Schools and Colleges. In offers Beocalaureate degrees in 42 fields and Master's degrees in 12 fields through five colleges: Arts and Sciences, Visual and Parforming Arts, Engineering, Nursing, and Business and Industry. UMass Dartmouth that 325 full-time faculty, of whom over 90% hold terminal degrees in their academic facility. The University of the facility of seventance in teaching and close student facility. fields. The University prides itself on excellence in teaching and close student-faculty interaction. In the 1991-92 academic year the average class size was 25 students and only 2% of class sections were taught by teaching assistants.

The Compus Environment: The University is located 60 miles south of Beston on 710 acres in the coastal community of Dartmouth in a quiet suburban setting with metropolitan attractions and the ocean minutes away. New Bedford, with its Whaling Museum, Seamen's Bethel, and ferries to Martha's Vineyard and Nantuckel, is len minutes from the main campus. Fall River, with its Battleship Cove, is lifteen minutes away. The cultural, historical and recreational attractions of Pilmouth Plantation, Cape Cod, and Newport are all within a one hour drive. Providence, home of Brown Universky and Rhode Island School of Design, is 45 minutes eway; Boston is a one-hour drive, the Maine coast is two hours away, and the attractions of the White Mountains of New Hampshire and New York City are within a four hour drive.

Salary and Benefits are competitive and commensurate with qualifications and experience. Benefits are excellent. Starting date is July 1, 1992 or as soon thereafter

Application Process: Applicants and nominees should send a letter of interest, a current vita, and the names, addresses and telephone numbers of three references. Official transcripts will be requested of finalists. References will not be contacted without prior approval of the candidate. The Search Committee will begin screening applications. April 20, 1992 and will continue to accept applications until a candidate is selected. The University of Massachusetts Dartmouth is committed to Affirmative Action and Cultural Diversity and strongly encourages numinations and applications from women and reflections.

Applications should be addressed to: Professor Kenneth Langley, Chairperson, Search Committee for Dean, College of Business & Industry, Office of the Provost, University #424547-2300.

### **UMass Dartmouth**

Residence Lifer Head Resident (unticipated penting)-Administrator of a 400-750 occupant hall with 8-19 RA's. Matter's degree in student personnel or related field preserved, Bachelor's required. Pull-time position (10 month), 51.236/month, apartment, aggid, excellent fringe benefits. Gradiate Akitsant-Advises hall government, judicial board, assists liced Resident in hall administration. Bachelor's degree, enjoilment in Southwest Missouri State University graduate program required. Part-time position (10 month, 30 hours/week), \$4,750/8cademic year, apartment, meals, judicip Residence Uffer Residence Hall Director. Two twelve month live-in positions with cate of appointment beginning August I, ment in Southwest Missouri Siste University graduate program required. Part-time position (10 month). 30 hours/weeks), \$4,759, academic year, apartment, meals, tuiton acholarship for the hours/semester. Submit better of application, returns and three programs and demonstrated leadership and administrative noility or residence hall supervision and demonstrated leadership and administrative noility or regidence hall supervision and demonstrated leadership and administrative noility or regidence hall supervision and demonstrated leadership and administrative noility or regidence hall be transported to the control of the surface of the supervision and demonstrated leadership and administrative noility or regidence hall be cate of appointment beginning August I, 1992, Qualifications are a Master's degree state of supervision are a Master's degree and one year's nost barcaleurate experience in residence hall be supervision with date of appointment beginning August I, 1992, Qualifications are a Master's degree and the source of appointment beginning August I, 1992, Qualifications are a Master's degree and the state of appointment beginning August I, 1992, Qualifications are a Master's degree and the state of appointment beginning August I, 1992, Qualifications are a Master's degree and the state of appointment beginning August I, 1992, Qualifications are a Master's degree and the state of appointment beginning August I, 1992, Qualifications are a Master's degree and the state of appointment beginning August I, 1992, Qualifications are a Master's degree and constructions are a Master's degree and the state of appointment beginning August I, 1992, Qualifications are a Master's degree and constructions are tional, Springfield, Missouri 63804, Closing date for applications is April 10, 1992. AA/

Residence (life: Residence Hall Director, Responsibilities include management of a residence hall of between 96 and 150 and a second position in one of the following areas: Career Development, Campus Activities, Wellness/intramurals, or Men's Bastelball Assistant. A Bachelor's degree and an interest in student development administration in a small, liberal arts college required. Room and board (when the College in the session), bealth and term life in osurally, and a stipead for 9 1/2 mooths. Poston begins August 16, 1992. Hendrix College, located in the foothills of the Ozark Mountains, has 1000 select students. Closing date is April 24, Send résumé, letter of

tact in the areas of community develop-ment, configer resolution, countelear, crisis management and academic advising. Re-sponalbilities include: rupervising away un-dergraduate residence halfs housing ap-proximately 700 students, supervising stu-dent staff, supporting and promoting a di-versified residence half program, managing overall residence half program, despen-gram development. Submit the University Standard Application forte, resume, tran-scripts, and three current letters of refer-ence postmarked by April 8, 192 to Mary Celler, Housing and Security Office, Moor-head State University. Moorhead, Minno-sota 36563. MSU is an Affirmative Action and Equal Opportunity Employer and Edu-cator.

Residence Life: Hall Director/Intramura and Wellness Coordinator: Responsibilitie

A SPECIAL LINE SERVICE AND A SERVICE SPECIAL PROPERTY AND ASSESSMENT OF THE PROPERTY ASSES

Lakewood COMMUNITY COLLEGE

3401 Century Avenue

### **Dean of Academic Affairs**

Application Deadline: Applications/nominations must be received by April 20, 1992.

Starting Date: July 1, 1992 Responsibilities: This position reports to the President and is responsible for the leadership, management, and supervision of the academic unit of the

- Preferred Qualifications:

  Skill in interpersonal relations
  Strong communication skills, both written and oral
  Demonstrated commitment to the mission of the community college and
- Experience in teaching and curriculum and program development Demonstrated capacity for creative and resourceful management and
- Experience in fiscal management, employee contract administration, employee development and strategic planning
   An earned doctorate or appropriate experience that provides equivalent
- strength

  Record of career progression in management positions

  Demonstrated ability to work with others to implement programs in at adernic development and other strategic institutional objectives

  Record of cummitment to staff diversity, including affirmative action and

General Information: Lakewood Community College is a member of the Minnesota Community College System and serves the Northeast Metro area of the Twin Cities (Minneapolis/St. Paul). Students attend the College's main campus, several extension siles, and the St. Paul Center. Fail '91 enrollment was 6,181.

Application Procedures: Candidates should send a letter of application; of surne; graduate transcripts; and names, addresses, and phone numbers of

Search Committee for the Dean of Academic Affairs Attn: Diane Raymond Lakewood Community College 3401 Century Avenue White Bear Lake, MN 55110

LAKEWOOD COMMUNITY COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER AND IS COMMITTED TO DIVERSITY AMONG STUDENTS, STAFF, FACULTY AND ADMINISTRATORS.



sitton Available: Dean of Vocational/Technical Education.

Responsibilities: The Dean of Vocational/Technical Education reports to the Vice President of Academic Affairs; assumes responsibility for supervision and evaluation of instruction in more than 30 degree and certificate programs in vocational/technical education; prepares a yearly budget request; approves all related expenditures; recruits and recommends faculty, conducts research relevant to the operation and development of vocational/technical education in the College.

Qualifications: Master's degree required, Doctorate strongly preferred; minimum of five years' experience in an administrative position with at least three years at the associate dean level or commensurate experience in a position of similar responsibility, experience with Carl Perkins funding; ability to provide direction for an ambitious and progressive vocational/schnical education program in a participatory management environment; excellent communication skills. Teaching experience in a vocational/schnical discipline and a working knowledge of Missouri State funding procedures is desirable. Available July 1, 1992.

Avaisable July 1, 1992.

The College: Jefferson College is a comprehensive community college located 30 miles south and west of St. Louis in the center of Jefferson County. Jefferson County is home to 170,000 people who enjoy the benefits of a rural environment in the immediate proximity of a major metropolitan area. The College offers a comprehensive curriculum in college transfer and vocational/technical programs to over 4,000 students each year. The vocational/technical education program is highly respected throughout the area and has received state, regional and national recognition for excellence in education.

Salery: Competitive. Jellerson College offers an excellent fringe benefit package including health and dental insurance, long-term disability, tile insurance, a liberal leave and vacation provision, and an outstanding retirement program.

Applications must include: A letter of application addressing the qualifica-tions, résumé, copies of transcripts and three letters of reference, Completed applications must be received no later than April 1, 1992.

Address inquiries and applications to: Dan Steadman, D.A.
Vice President, Academic Affairs
Jefferson College
1000 Viking Drive
Hillsboro, MO 63050
(314) 789-3956, Ext. 300

It is the policy of Jefferson College that no person shall, on the basis of race, sex, color or handicap, be subject to discrimination in employment, or in admission to any educational programs or activity of the College.

Include directing a 140 student male hall and coordinating intramural and wellness campus programs. Bachelor's required, Master's preferred. Ten month contract with apartment, meal plan, and benefits. Applications due April 15, position begins August 3, 1922. Sond résumé to John Doerge, Austrant Deen of Students, William Penn College, Oskalooss, towa 52577.

A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars —

every week in The Chronicle.

### JOHN F. KENNEDY UNIVERSITY



DEAN

SCHOOL OF LAW

John F. Kennedy University, founded in 1964, is an independent university serving approximately 1,700 adult students in the San Francisco Bay Area. The University consists of five schools: the School of Law, the School of Liberal and Professional Arts, the Graduate School for the Study of Human Consciousness. the Graduate School of Professional Psychology, and the School of Management The School of Law offers a four-year evening program leading to the JD degree, and currently enrolls 250 students. The school is accredited by the Committee of Bar Examiners of the State of California; John F. Kennedy University is accredited by the Western Association of Schools and Colleges.

The dean is the chief academic and administrative officer of the school, in collaboration with the faculty, the dean is responsible for program development, implementation and evaluation; hiring and evaluation of faculty; budgetary planning and control; and student recruitment. The dean will represent the school within the University. In conjunction with other University offices the dean undertakes outreach activities, including public relations and fundraising The University is seeking a creative academic leader with both educational and practice experience. Demonstrated academic managerial skills are essential, and the successful candidate will be committed to collaborative administration. Candidates should possess a law degree and a minimum of five years experience in higher education or the equivalent in a related area. Knowledge of state and national regulations relating to legal education, experience working with adult students, and an understanding of the role of fulltime and adjunct faculty in higher education are desirable. The candidate should have a commitment to diversity in all aspects of education and value community involvement.

The salary range for this position is \$45,000 to \$50,000. This is a fulltime positi

Proposed starting date is July 1, 1992. Review of applications will begin April 30, 1992. Send a cover letter, resume, statement of educational philosophy as it pertains to legal education and the practice of law, and three letters of recommend

> JOHN F. KENNEDY UNIVERSITY Search Committee Dean of the School of Law Personnel Department 12 Altarinda Road Orinda, CA 94563

The University regrets that applicants cannot be reimbursed for expenses related to the application or interview process.

John F. Kennedy University is an equal opportunity employer. The University does not discriminate on the basis of race, color, national origin, religion, age, marital status, gender, sexual orientation, or physical condition. In a continuing effort to enrich its academic environment and provide equal educational employment opportunities, the University actively encourages applications from members of all groups that are underrepresented in higher education.

### 12 ALTARINDA ROAD, CA 94563

### **DEAN OF INSTRUCTION /** STUDENT SERVICES

Rappahannock Community College is a comprehensive two-campus college which serves a rural 13-county area in the beautiful Instoric Chesapeake Bay region of Virginia. The Dean reports directly to the President with responsibility for leadership and the coordination of Curriculum/Instruction and Sudent Services, Assessment, Libraries, Technology and Media Services, Continuing Education, and Community Services. Qualifications include an earned Doctorate and demonstrated successful administrative experience in higher education. Position available July 1, 1992. Minimum 12-month salary \$52,445, excellent benefit package. Deadline for receipt of application package is 4:30 p.m., Friday, April 24, 1992. Submit completed Commonwealth of Virginia application form, résumé, academic transcript and cover letter which describes qualifications to:

Rappahannock Community College Central Personnel Office P. O. Box 287, Glenns Campus Glenns, VA 23149

Résumés will not substitute for a fully completed state application.

pensation includes apartment (a live-in position), tuktion remission and cash silpend. Send cover letter, résumé, and a list of three references to: Ann leely, Assistant Director of Resident Life, Le Sale University, Philadelphia, Pennsylvania 1914. AAPEOR.

Residence Life: Assistant Area Coordinator Housing and Residence Life-Assistant Area Coordinator (AAC) is a full-time, professional position that coordinates the attacent development program in a complex of residence hall birectors and six to nine Residence Hall Directors and six to nine Resident Assistants. Indirectly supervises 19-43 Resident Assistants who report to Residence Hall Directors and six to nine Residence Hall Directors and six to nine Residence Hall Directors, Responsibilities include recruitment, selection, training, and evaluation of staff, proarsm development assistant and additional departmental assistant and additional departmental assistant and additional departmental substantial substanti



POSITION AVAILABLE

STATE "CENTER COMMUNITY COLLEGE

**BULLETIN BOARD: Positions available** 

in Central California

ASSOCIATE DEAN OF INSTRUCTION Academics - Kings River Community College

eadership Opportunities

MINIMUM STANDARDS: Includes a master's degree. Criteria include extent of teaching experience; extent of experience as a department chair or coordinator, extent of experience developing and revising curriculum; extent of experience assigning, monitoring, supervising, and evaluating faculty.

THE DIVISION: The Associate Dean of Instruction, Academics, will be responsible for the following departments: English/Foreign Languages, Fine Arts and Social Science, Physical Education and Recreation, and Science and Math. The four departments have 42 fulltime and an average of 60 adjunct faculty members.

COMPENSATION: Salary is \$58,032 to \$73,104 based on amount of experience; plus \$1,044 for an earned doctorate.

Starting Date: 7/1/92 Filing Deadline: 4/20/92

To find out how you can become a member of the team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720.

### ASSOCIATE DEAN OF THE COLLEGE



### Williams College

Applications and nominations are invited for the full-time position of Associate Dean of the College at Williams College. Reporting directly to the Dean of the College, the Associate Dean will share in the comprehensive responsibility of the Dean's Office for both the scadenic and social lives of students. The Associate Dean will participate with the other deans in advising students and in the administration and interpretation of college regulations to students, faculty, and college committees. The Associate Dean, along with the Dean of the College, will meet with the President's Administrative Group, and participates in other important college committees.

The Associate Dean's Associate Dean's Associate Dean's Associate Dean's Administrative Group, and participates in other important college committees.

The Associate Denn's particular responsibility will be to advise mi-nority students. The Associate Dean will not as liaison with student organizations and compus committees serving the made of minority students; oversee administrative aspects of several programs, including the Pord-Mellon Research Scholars Program for Minorities, and orlent-tion programs for minority students; and will help to advise minority students in educational and postgraduate opportunities. The Associate Deen will also work on college-wide programs of multicultural aware-ness.

Applicants should have a Master's Degree or higher, administrative experience at the college level, and experience in counseling students. To be successful, a candidate must have strong interpersonal and communication skills, experience in setting up programs, and the ability to work both independently and as a part of a collegial office.

Recorded to record the program of the setting up programs are the ability to work both independently and as a part of a collegial office.

Founded in 1793 and located in the Berkshite hills of western Massa-chusetts, Williams Is a highly solective, co-oducational, liberal arts col-lege, with a student body of 2,000 drawn from diverse racial, ethnic, and As an affirmative action, equal opportunity employer, Williams College eagarly encourages applications from women and minority candidates

The position is available this summer, with a preferred starting date of 1 July. To apply, mail letter of application, résumé, and the names of three references no later than April 3, 1992 to: Richard B. Bullett, Director of Personnel, Williams College, P. O. Box 476, Williamstown, MA 01267; [413] 597-2581.

### **EEO/AA EMPLOYER**

half government; administer student work they and staff supply budgets; serve as a lation to lanhorful, maintenance and security personnel; after successfully completed one year of employment, Residence the suppositions are eligible for a one-quarter tag Directors are eligible for a one-quarter tag of Wisconsin-Whiterwater. Live-out time appointment in another area of the divide to the coordination of all activities to an area housing 120-1400 and activities to an area housing 120-1400 attacked the coordinate of the community of wisconsin-whiterwater. Live-out the coordinate of the carse in College Student Personnel. Conselling and duidance, litther Education or Human Services preferred Backetor's deared in Human Services and residence hall experience required Starting dute; Juguas 1, 1992. Salary: approximately 17,270 for 10 months, plus furnished uaritment. Generous fringe benefits that inched health, dental, life insurance, and mind benefits. Possible summer employment for returning the backet of lawfully the time of the college summer employment of returning the summer employment of the property of lawfully the time of an offer of employment. To apply, send letter of application, résumé, officiel college transcripts, and 55 letters of meaning the property of the prop

for the camput-wide coordination of one of three major areas-student leadership and development, puraprofessional development and staffing, or student conduct. Master's Derie and two years of full-time relevant experience required; three year's full-time experience preferred Application deadling April 10. Send letter of application, reduced, all transcripts, and two letters. time experience. Send letter of applica-tion, résumé, all transcripts, and two letters of reference to: Mary Beth Mackin, Assist-ant Durector of Residence Life, 161 Sail-bury Hall, UW-Whitewater, Waitewater, Is-Wisconsin 53190. UW-Whitewater is an Equal Opportunity Employer with an Af-firmative Action Plan: Women, minoritles, persons with disabilities and Vienam-era veterans are emoursaed to apply. The Uni-versity of Wisconsin System is required to release, within two days of a request after the deadline for receipt of nominations and applications, a combined list of all nomi-ness and applicants without differentiation.

### Department of English

### Assistant Professor

ENGA ISH: Northern Michigan University anticipates an opening for a tenur-carning position in the Department of English. Candidates are expected to Native American Studies, World Litaratures, Critikal Throury, and Creative Writing Ifiction and Nunfectioni, and we are particularly interested in candidates who have expertise in more than one of these areas. The successful candidates with least as twelve-hour load consisting of two composition courses and one literature course or one advanced writing course per semester. NMU strongly encourages applications from minorities and women. Review of applications will begin on May 1. Send letter, resume, official transcripts, three letters of recommendation, and card for acknowledgment of application to Raymord I. Vertre, Interim Head, English Department, Northern Michigan University, Marquelle, Michigan 49855 (906/227-2711). ECIAAE.

### POSITION ANNOUNCEMENT

POSITION: Dean of the College of Education, Utah State University

INSTITUTION: Utah State University is one of two major state supported research universities, as well as the land grant institution in the State of Utah. The University is located in Logan, Utah, a city of 35,000 situated in a beautiful mountain valley, 90 minutes north of metropolitan Salt Lake City. The student body consists of about 12,240 undergraduate and 2,700 graduate students. The College of Education is fully accredited by the National Council for Accreditation of Teacher Education and all appropriate regional and state accreditation agencies. It contains seven departments: Communicative Disorders; Elementary Education; Health, Physical Education, and Recreation; Instructional Technology; Psychology; Secondary Education; Special Education, and two related units: The Center for Persons with Disabilities and the Edith Review Education; Teacher Teacher States and The college. Bowen Elementary Teacher Education Laboratory School. All departments are fully accredited. The college typically awards more than 350 undergraduate, 145 Masters, 5 educational specialist, and 20 doctoral degrees annually, and recommends certification for more than 350 prospective teachers and specialist per year. Departments and units associated within the College generate annually about \$15 million of outside funding. Departments and units also provide a comprehensive extension program that has more than 8.000 nding. Departments and units also provide a comprehensive extension program that has more than 8,000

MAJOR DUTIES AND RESPONSIBILITIES: The Dean is the chief academic officer of the College and reports directly to the Provost. The Dean is responsible for administering all aspects of teaching, research, and service in the College and for providing leadership in all aspects of teacher education in the University. To carry out this responsibility, the Dean must develop and maintain appropriate linkages with a variety of groups of people, offices, organizations, and agencies both within the University and in the educational accompanies at the particular and transactional and the province of the provinc ulty statewide, nationally, and internatio

QUALIFICATIONS: for the position include: an earned doctorate in a discipline appropriate to the College; a record of effective and imposative leadership and administrative experience preferably in higher College; a record of effective and innovative leadership and administrative experience preferably in higher education; effective communication and interpersonal skills; a demonstrated commitment to enhancing cultural, gender and individual diversity through the recruitment and retention of faculty, staff and students; a record of publications, creative activities, teaching, and other scholarly activity sufficient to obtain tenure in a Department of the College at the rank of full professor; an understanding of and a commitment to teacher education; a record of leadership in securing and allocating resources both internal and external to the University; a commitment to sharing governance within the College and to collaboration with units outside the College and University; a commitment to public education demonstrated by experience in, service to, or collaboration with the public school community and a respect for other clinical/instructional disciplines represented in the college; and a commitment to technology which enhances educational, clinical, and administrative practice.

SALARY: Commensurate with experience and qualifications.

APPLICATION: The duties and responsibilities of the Dean extend over a 12 month period and will begin fall 1992 or as soon thereafter as the position can be filled by an outstanding applicant. Applications must be received by June 30, 1992. Candidates should send a letter of application and a resume that addresses the qualifications outlined above. Include the names, addresses, and talephone numbers of five references. qualifications outlined above. Include the names, inquiries and applications should be addressed to:

> Thomas S. Johnson, Chairperson **Education Dean Search Committee Utah State University** Logan, Utah 84322-1000

Utah State University is an Equal Opportunity/Affirmative Action Employer Institutional commitment to achieving diversity among its faculty, staff, and students

### **AUBURN UNIVERSITY** AT MONTGOMERY

### Dean, School of Education

Aubum University at Mortgomery Invites nominations and applications for the position of Dean of the School of Education. The University is located in the state capital, Montgom-ery, a metropolitan area of approximately 10,000. Sudem population is 6,700, with the school of Education entrolling approximately 1,200, 900 undergraduates and 350 gradu-ates. The School of Education grants bachelor's, master's, and education specialist's de-grees in early childhood, elementary and secondary education; physical education; and special education; and master's and education specialist's degrees in counseling, reading, and administration and supervision.

Barned doctorate in education from a regionally accredited university.
 Relevant administrative experience in a school or college of education.
 Significant teaching experience in fields appropriate to ALM School of Education.

programs

Demonstrated record of scholarly research and publication.

Demonstrated ability to provide administrative and academic leadership to maintain state, regional, and nadonal accreditation.

Appropriate public school experience and demonstrated ability to work effectively with public school systems.

Ability to relate effectively with ALIM constituencies throughout the community, state,

and region.

Ability to provide leadership in securing external funding.

Send letter of application, vita, copies of transcripts, and names, addresses, and telephone numbers of three references to Dr. John Walden, Chail, Dean of Education Search Committee, Office of Academic Affairs, 900 Library flower, Aubum University at Montgomery, etc., Office of Academic Affairs, 900 Library flower, Aubum University at Montgomery, Al. 36117-3596. All application materials must be posimarked by April 30. Hongomery, Al. 36117-3596. All applications and experience. Projected starting date is July 1, 1992, or as soon thereafter as possible.

Residence tite: Student Life Coordinator-Excellent opportunity for entry-level pro-fessional seeking accerafist experience, Frimary responsibility is supervision of Li-residence halls. Administrative responsibil-ity within Residence Life Program. Collai-eral assignment in additional Student Life area. Possibility of instructing section of orientestion class. This is a 9 month, live-in-position with apartment, board and bene-fits provided. Salary is competitive. Mus-ter's degree preferred in related area, plus provious residence/student life experience. Start date is August 17, 1992. Send résumé

Russian: Visiting Assistant Professor of Russian Language and Literature. 1992-93. (one-year position). ABD considered, Ph.D. In hand preferred, bitus to said to teach almostocath and twentitili-century Risafan literature in translation and Inter-mediate Russian language; fluency in Rus-

### **CLARK ATLANTA UNIVERSITY** DEAN SCHOOL OF EDUCATION

Clark Atlanta University is seeking a dean for the School of Education. The dran is the chief administrative officer and academic leader of the School and responsible directly to the Provost. The dean is expected to give leadership to the instructional, grantswriting, research and service activities of the School and influence decisions on faculty recruitment and resource allocation to build effective programs. The dean is also expected to establish partnerships with educational and business lenders and government officials to enhance the quality and resource

base of the School's programs.

Qualifications: Earned doctorate in a field of education. A record of successful experience in teaching, educational management and leadership at the college/ university level. Major administrative experience in public education will be favorably considered. Knowledge of accreditation requirements and experience in leading self-study exercises for both state and national accrediting agencies. Applications will be reviewed beginning April 1. Closing date for applications and all supporting documents: April 17.

Please send letters of application, vita, and three recommendations or narpois addresses and telephone numbers of three references to: Dr. Edward Iruna. Chair, Dean of Education Search Committee, Wright Hall, Clark Adanta University, Atlanta, GA 30314.

sian and English required; evidence of teaching experience and scholarship impor-nast. Starting September, 1992. Send letter, curriculum vitae and two references to Ste-

Science Education: Indiana University Northwest. Againtant/Associate Professor of Education-Science. The Division of Saturation invites applications and nominations for individuals qualified to teach undergraduate and mediants Elementary end Secondary Science Methods. Doctoral degree in Science Education or equivalent qualification with strong background in at least one of the science disciplines required. Applicant must have precedings science teaching experience, proferably at the

elementary level. Must be willing to partici-pate in professional services at malonal, state, and local levels. Knowledge of com-puter assisted instruction desirable. Tenure inck academic year position. Because irack academic year position. Research and publications productivity expected to self-closely with area achools to develop and provide in-service educational opportunities and be willing to work in professional development schools. Competitive salary and frings benefit package. Position available on or about August 15, 1992. Applications acceptable ismediately. Interviews will begin in April, 1992 and continue until individual is employed. Please direct applications, nominations, vitte, transcripts and names of three references to: Lewis M. Cominilio, Denn; Division of Education Indiana University Northwest: Mot Brogdway; Cary, Indiana 46408. Indiana U.S. ve sity is an Affirmative Action, Equal Opportunity Bargloyer and Strongly Encourages. Applications from Minorities and Females.



HOUSTON COMMUNITY

COLLEGE SYSTEM

ADMINISTRATIVE POSITION OPENINGS

THE HOUSTON COMMUNITY COLLEGE SYSTEM is a fully accred-

the Froots of Commonator Colleges 353 Lem is a fully accredited comprehensive educational institution comprised of six colleges. The 1,200 full-time faculty and staff serve over 60,000 students enrolled in its Academic and Vocational/Technical programs. HCCS is currently accepting applications for the following open administrative positions:

ASSOCIATE VICE CHANCELLOR/HUMAN RESOURCES

QUALIFICATIONS: Master's degree; five (5) years' administrative Human

ASSISTANT VICE CHANCELLOR/EEO/ AFFIRMATIVE ACTION

QUALIFICATIONS: Bachelor's degree required, Master's degree pre-ferred; three (3) years' administrative EEO/AA experience.

ASSISTANT VICE CHANCELLOR/INFORMATION PROCESSING

QUALIFICATIONS: Master's degree; three (3) years' administrative/su-pervisory experience in computer services in an institution of higher education.

DIRECTOR OF HCCS FOUNDATION

QUALII-ICATIONS: Master's degree required; five (5) years' development experience required, preferably with a national non-profit organization or higher education institution.

CONDITIONS OF EMPLOYMENT: The above positions are current

available and completed application packets will be reviewed by the appropriate Search Committee as received. An official HCCS application, resumé, photocopy of transcript conferring highest degree, and a philosophy statement are required for all positions. The Associate Vice Chancellor of Human Resources position also requires three letters of professional references. Please address all inquiries and application materials to:

JUDY J. JONES/MANAGER EMPLOYMENT ADMINISTRATIVE SEARCH COMMITTEES HOUSTON COMMUNITY COLLEGE SYSTEM P.O. BOX 7849 HOUSTON, TEXAS 77271-7849

HCCS is an Equal Opportunity, Affirmative Action Employer

ASSOCIATE DEAN FOR

UNDERGRADUATE MEDICAL EDUCATION

School of Medicine

UNIVERSITY OF NORTH DAKOTA

The University of North Dakota School of Medicine invites applications and nominations for the position of Associate Dean for Undergraduate Medical Education.

Candidates must have an earned doctorate (Le., M.D., Ph.D., Ed.D.), be qualified for the rank of Associate or Full Professor and have a proven record in teaching or research in the biological sciences and/or medicine, and have a record of success in the development and delivery of the undergraduate curriculum in medical education.

Responsibilities of the position include but are not limited to:

Supervising an Office of Medical Education and Evaluation;

Providing expertise in curriculum development to faculty on all aspects of the curriculum in undergraduate medical education;

Working to refine or retool curriculum in courses that impact horizontally across all basic and clinical science departments (e.g., Focal Problems, introduction to the Patient, Introduction to Clinical Medicine);

Developing, in collaboration with faculty, evaluation mechanisms and tools which provide feedback information on instructional effectiveness.

The selected individual will work in close association with the Senior Executive Dean for Academic Affairs and Research to develop a progressive (and isnovative) Office/Division of Undergraduate Medical Education. However, he/she will report directly to the Dean of Medicine.

The University of North Dakota School of Medicine is an Affirmative Action, Equal Opportunity Employer.

Nominations and applications are desired by April 15, 1992, and should be

Responsibilities of the position include but are not limited to:

STARTING MONTHLY SALARY RANGE: - \$3,754-\$4,252

STARTING MONTHLY SALARY RANGE: - \$3,336-\$3,780

STARTING MONTHLY SALARY RANGE: - \$3,336-\$3,780

STARTING MONTHLY SALARY RANGE: - \$3,336-\$3,780

Loyola University's Stritch School of Medicine is currently seeking a full-time Associate or Assistant Dean for Admissions, to be appointed no later than

The Stritch School of Medicine is an integral part of Loyola University Chicago, a Jesuit, Catholic, independent, and urban university. Stritch is located on the University's Medical Center campus, west of Chicago, in Maywood, Illinois.

Reporting directly to the Senior Associate Dean. the candidate we seek will work closely with the deans and professional staff in the Office of Academic and Student Affairs

Responsibilities include:

- Overseeing the entire admissions process
- Work with faculty chair and admissions committee Maintain admissions records
- Continue conversion to a computer based application management system
- Oversee minority group students recruitment

The successful candidate must possess excellent communication skills to reflect and represent the Stritch School of Medicine to potential applicants and premedical advisors. The minimum credentials for this position are a masters degree in a relevant discipline and several years experience in student admissions, preferably at the university or

professional school level.

The level of appointment will be contingent upon academic credentials and previous experience. A letter of application and a CV should be sent to:

> Raiph P Leischner, M.D. Senior Associate Dean Stritch School of Medicine 2160 S. First Ave. Maywood, IL 60153



**⊉ UNIVERSITY** CHICAGO

equal opportunity employer/educator smoke free environment

### SUOMI COLLEGE Hancock, Michigan

Suomi College is a small, private junior college affiliated with the Evangelical Lutheran Church in America, located in the Upper Peninsula of Michigan. The following positions are available:

DEAN OF STUDENTS

The Dean of Students is responsible for providing creative leadership for student life and serves on the President's Administrative Council, while reporting to the Dean of the College. Specific cross of responsibility include the residence halls, commut-es-concerns, personal and career counseling, health service, and food

The qualified candidate will have significant experience in student affairs (3-5 years), with demonstrated supervisory abilities, a commitment to staff development, administrative ability and good communication skills. A relevant Master's degree is preferred. Knowledge of developmental psychology, retention strategies, and other areas of study relevant to student life is desirable.

### CAMPUS COUNSELOR

The Campus Counselor serves on the staif of the Dean of Students and is responsible for providing personal counseling, crisis intervention, in-services for residence half staif and workshops for students, faculty and staif. The counselor is on-call and works closely with a counselor is on-call and works closely with posterior and crisis intervention. The qualified candidate will have a Master's degree in a counseling field with significant supervised counseling experience, Demonstrated ability to do clinical assessment and experience in crisis intervention and substance abuse counseling are required. Eackground related to other pertinent student issues is dosirable.

We will begin to review applications Tuesday, March 31, 1992. Search will continue until positions are filled.

Suomi College in an EOE/Affirmative Action Employer and encourages the nomination and candidates of women and minorities. Send letter of interest and résume to Director of Human Resources, Suomi College, Hancock, MI 49830.

Science Education: Department Chairperson. Tenure track, nine months, bestanias August 20, 1992. Salary and Rank: Commensurate with qualifications. Requirements: Doctorate with specialty to science education; strong background in one of the natural sciences; evidence of excellence in aughic school and college level teaching; of the second of grantsmanship and schollarly activity. Responsibilities: Provide leadership and service at the Department, School, and University level; teach undergraduate and/or graduate courses in sci-

ence education; advise majors is the de-partment; provide support for faculty de-velopment, and conduct an active research/ publication speeds. Send a letter of appli-cation, vita, copy of transcripts, descrip-tion of research/publications activities, and three current letters of reference to: Saurch Committee, SCIE, School of Education, East Carolina University, Greenville, North Carolina Duiversity, Greenville, North Carolina 1988-4333. Review of ap-plications begins May 1, 1992 and contin-ues until position is filled. An Equal Oppor-tunity, Affirmative Action University. Ap-

### Vice President for Academic Affairs and Dean **FURMAN UNIVERSITY**

Forman University invites applications and nominations for the position of Vice President for Academic Affairs and Dean. The University, founded in 1826, it a private, coeducational, liberal arts college located in Greenville, South Carolina, with an undergraduate enrollment of approximately 2,500 students and a faculty of 186. There are twenty-one academic departments offering majors in thirty-seven areas of study. In addition to the undergraduate program, Furman maintains small graduate programs in education and chemistry.

The Vice President for Academic Affairs and Dean is the chief academic officer and second ranking officer of the University, acting for the President in his absence. Reporting to the Vice President for Academic Affairs and Dean are the academic department chars, the Associate Academic Dean, the Associate Dean for Admissions and Financial Ad, the Associate Dean and University Registrar, the Associate Dean for Summer Sessions, the Director of the Labrary, the Director of Continuing Education, the Director of Graduate Studies, the Coordinator of Programs for Faculty Development, the Director of Educational Services, and the Director of the Computer Center.

Candidates for the position should have an earned doctorate in an arts and sciences discipline and have significant teaching, scholarship, research, and administrative experience. Candidates must have academic credentials in reaching and scholarship suitable for the rank of Professor at a major university, superior ability in oral and written communication, and strong interpersonal skills.

Responsibilities of the position include supervising all facets of the academic program, including budgeting, program development, allocation of space and equipment within the academic areas, and the appointment of faculty and administrative staff under his or her general supervision.

Candidates should send a résume, official transcript, names of three references, and a personal letter of interest indicating how their qualifications meet the requirements of this position to:

President John E. Johns Furman University Poinserr Highway Greenville, SC 29613

Salary is commensurate with experience and qualifications Starting date is January 1, 1993 or as soon thereafter as feasible. Review of applications will begut May 1, 1992. Applicants will be notified by letter of the status of their application.

Fuzman University is an Equal Employment Opportunity, Affirmative Action Employer. Women and Minorities are encouraged to apply.

### ASSISTANT VICE CHANCELLOR FOR FEDERAL RELATIONS

THE UNIVERSITY OF TEXAS SYSTEM

The University of Texas System invites applications/nominations for the position of Assistant Vice Chancellor for Federal Relations. The person in this position reports to the Vice Chancellor for Governmental Relations of The University of Texas System and its responsible for coordinating the effective representation of U.T. System in its interaction with federal governmental entires with the Vice Chancellor. The Assistant Vice Chancellor, System Administrative offices, and all time academic and six health-related component institutions in the course of their federal activities; represent U.T. System in its relations with federal legislative bodies, offices, and agencies; saviue the Vice Chancellor and System Administration shout public policy as it affects the relationship of U.T. System with the federal government; interact and advise federal government officials of current operations and iong-range developments on the federal level which may affect U.T. System; inform the appropriate System officials of current operations and long-range developments on the federal level which may affect U.T. System; anderton a substitution of U.T. with higher education and research groups in Washington, D.C.; and perform various other duties as assigned by the Vice Chancellor.

Qualifications include: a strong educational background, preferably at the graduate level.

and perform various other duties as assigned by the Vice Chancellor.

Qualifications include: a strong educational background, preferably as the graduate level, in political science, government, public affairs, or a relaxed field; emeasive expertise in dealing with the legislative and executive branches of the federal government; expertise with higher education issues, particularly health relaxed issues; knowledge of, and work with, groups that represent higher education before federal legislative and executive branches; extensive knowledge of, establishing the properties of the pr

The University of Texas System is comprised of 15 component institutions located throughout the Sette of Texas and has combined enrollment of over 140,000 students. This position requires come travel. Salary is negotiable. Applications/nominations should be sent to

The University of Texas System Administration Personnel Office 201 West Seventh Street, ASH 3 Austin, TX 78701-2981

The position is open until further notice

An Equal Opportunity, Affirmative Action Employer minorities, and persons with disabilities are encouraged

plicants must comply with the immigration Reform and Control Act. Official tran-les will begin processing applications on

Secondary Education: Assistant Professor. Adolphi University's School of Education tecks an individual to teach courses in integralive curriculum and methods, preferably in the areas of English and Social Studies, to supervise student teachers and interns, gard to teach introductory courses in the foundations of secondary curriculum and teaching. Teaching experience at the secondary level strongly recommended. An earned decitorate and collect teaching experience required. Send letter of application, vita, and sames of three references to Faculty Search/Secondary Education, of the Provost, Adelphi University, Garden City, New York 11530, An EO/AA Employer, MF.

Social Science: McKendreo College Divi-ation of Social Sciences invites applications for a tenure-track position in Sociology be-sinning August 23, 1992. We set a sener-alist who can teach courses in criminal ins-tice, social stratification, and urban aocial-osy ampas others. Ph.D. and commitment to excellence in learning are defired, Sala-ry is commensurate with qualifications and experience. McKendree is a private Math-odist utilitated liberal arts college located in

tea will begin processing applications on April 20. Please submit a letter of application, via, and three letters of recommendation, via, and three letters of recommendation to David Abola, Chair, Division of Social Sciances, McKendres College, Lebanon, Illinois 62254.

non, Illinois 62234.

Social Works University of Botswans, Lecturers/Senior Lecturers in the Department of Social Work (4 posts—Vesarey Number of Social Work (4 posts—Vesarey Number 1 39/5W 1973). The successful candidates will be especial to teach sad certy out research in the areas of Computative and Social Development, Introduction to Psychology, Inter-personal Communications Skills and Human Growth and Development. Candidates should state their areas of competence. Applicants should have a Master's degree but preferably a Ph.D. and three years' relevant work experience. Remineration: Lecturer P3/336-P5-3376 p.s. rings behefits include Motor Car Purchase Advance Scheme, an optional 50% UB funded medical aid plan, car allowance at 15% of basic salary for staff earning a basic salary of at least P31-332 per annum and free tuition for spouse, and up to four dependent children on courses offered by the University but not at its similated and associated institutions, Additional benefits for experience staff include: educational al-

EDWIN C. JAMES, M.D.
Dean, University of North Dakota
School of Medictne
501 North Columbia Road
Grand Forks, ND 58203
Telephone (701) 777-2516

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lowance for up to four dependent children and gratuity at 25% of basic salary on successful completion of a two year contract. Applications, quoting the vacancy number, full and up to date curriculum vitues, certified copies of educational certificates and names and addresses of three academic refereres, should be addressed to the Assistant Registrar (Academic Staffing). University of Botswane, Private Bug 6022, Gaborone, Botswane, Applicants should inform their reference to subuilt references direct to the University before the etipulsted closing date. Please note that applications with incomplete information may not be acknowledged. Applicants resident in the UK should also sand a copy to Appointments (40432), Association of Compronwealth Universities, 36 Gordon Square, London WC1H OPF, Closing date: 17 April 1992.

Sociology: One-year appointment as visiting Instructor in sociology to replace subbatical leave for 1992-1991 academic realization for the sociology for the

### Vice President for Student Development

# SAINT LOUIS UNIVERSITY

Saint Louis University is accepting applications and nominations for the position of Vice President for Student Development. Saint Louis University is a Jesuit doctoral University, and is the oldest institution of higher learning west of the Mississippi. The 11 colleges and schools on four campuses include Arts and Sciences, Business, Nursing, Allied Health Professions, and Parks College, noted for aviation and aerospace studies; as well as Law, Medicine, Public Health, Social Service, Philosophy and Letters, and a Graduate School.

Student enrollment includes approximately 7,500 undergraduates and 4,000 graduate and professional situlents on three campuses in the St. Louis metropolitan area. Approximately 1,100 students attend St. Louis University in Madrid, Spain.

University in Macrici, Spanic.

The student population is increasingly diverse, and includes residents, commuters, international students, students from diverse racial and ethnic backgrounds, men and women of all ages. Saint Louis University 
attracts a high quality student body due to our commitment to excellence 
in education consistent with our Jesuit Identity and values.

In education consistent with our jesuit identity and vates. The Vice President for Student Development reports to the President through the Executive Vice President and Provost, and is the senior administrative officer for the division of Student Development. The Vice President is responsible for developing, coordinating and facilitating, in a manner consistent with the University's Catholic, Jesuit identity, all student development policies and programming on the Frost campus (main acidemic campus) and on the Parks College campus, and also is responsible for undergraduate student recruitment and activities at the Medical

The Vice President is responsible for the following areas: ENROLLMENT MANAGEMENT: Admissions, financial aid,

ENROLLMENT MANAGEMENT: Admissions, interceal and, scholarships, student life studies.

CAREER PLANNING AND PLACEMENT.

COUNSELING SERVICES.

STUDENT SERVICES: Student activities, orientation, residence life, student government, publications, organizations, student volunteer services, and student union.

HOUSING: Approximately 2,000 students live on frost and Parks

campuses.
ATHLETICS: NCAA Division I and Division III athletic pro-

RECREATION: Intramural sports, recreation center, sports stadi-

CONTRACTED SERVICES: Bookstore and food services. CONTRACTED SERVICES: Booksfore and food services.

QUALIFICATIONS: The qualifications for this position include: Appredation of the Jesuit tradition in higher education. Ability to work effectively with faculty and academic administrators in support of the academic rulesion of the University. Demonstrated commitment to student and staff diversity. Ability to interact effectively with students, faculty, parents, and staff. Ability to provide open and creative leadership and direction to staff. Five to eight years of progressively responsible administrative experience in student affairs in higher education. Earned doctorate in a related field such as student personnel administration, counseling, or management; will consider comparable expertise based on experience in lieu of doctorate.

SALARY AND BENEFITS: Competitive; commensurate with experience POSITION AVAILABLE: July 1, 1992.

APPLICATION DEADLINE: Review of applications will begin APRIL 17, 1992. Applicants should send curriculum vitae and the names, addresses, and telephone numbers of five references to:

Ms. Kathy G. Hagedorn Vice President for Human Resource Management Saint Louts University 3500 Lindell Boulevard

Saint Louis University is an Afternative Action, Equal Opportunity Employer, and encourages nominations and applications of woman and introduces.



### VICE PRESIDENT FOR COLLEGE RELATIONS San Francisco Bay Area

COLLEGE OF NOTRE DAME

College of Notre Dame, a four year liberal arts college in the Catholic tradition, invites applications and nominations for Vice President for College Relations.

The Vice President for College Relations reports directly to the President and participates in the management of the College as a member of the senior administrative team. Major responsibilities include:

Directing and leading the College's offices of Development, Alumni Affairs & Public Information;
Responsibility for all development and fund raising including corporate, individual and foundation giving, planned giving, special appeals, alumni giving; as well as serving as a resource to faculty for grant writing;

Serving as Executive Secretary of the Governance Board; working closely with Chair and Committees.

Candidates should have 3 to 5 years of successful experience in development and fund raising in an educational institution; solid administrative and organizational skills including budget management, supervision and planning; interpersonal and communication skills including flexibility and adaptability; ability to work effectively with administrators, faculty, alumni, donors, board.

Salary: Competitive, commensurate with qualifications and experience. Qualifications: Bachelor's degree is required; Master's preferred. lominations, applications and inquiries should be directed to:

Higher Education Administrative Search 3539 West 50th Avenue Parkway Denver, Colorado 80221-1099 303/458-4044

With application, please include résumé/c.v., and names, addresses and phone numbers of four references. References will not be contacted until the candidate is notified and gives approval.

Desired applications are approval. Desired starting date is July 1, 1992. Applications received by April 30 will be assured of full consideration.

CND is an equal opportunity employer.

### **VICE PRESIDENT FOR EDUCATIONAL AFFAIRS**

The National College of Chiropractic, founded in 1906, located in Lombard, Illinois, accredited by the Commission on Accreditation of the Council on Chiropractic Education and the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools, offers a five academic year program leading to the Bachelor of Schence degree in human biology. The College employs ninety faculty, enrolls an average of 750 students, and garduates approximately 170 professional students annually The Vice President for Educational Affairs reports directly to the President, and is responsible for all educational Affairs reports directly to the President, and is responsible for all educational programs, including those of the Postgraduate Division. He/she supervises six deems, two directors, and one coordinator/developer. His/her primary responsibilities include:

- Maintenance and improvement of all educational programs;
   Provision of innovative thinking and action relative to new programs;
   Provision of leadership for and evaluation of those who report to him/her.
   Overseeing or chalting all faculty search committees;
   Recommending salary levels for faculty and related administrative and sup-
- Recommending states in the state of the state of the state of the formulation of all educational budgets and policies;
   Representing the College and/or President when required;
   Assisting the President in fund raising, legislative matters, and intercollegiate
- Providing leadership for Self-Study Reports and acting as liatson with ac-
- crediting agencies;
  Providing annual educational and other reports at the direction of the Presi-
- dent;

  Working dosely with the President and the Vice President for Administration and Finance in the day-to-day operation of the College; and

  Working cooperatively with faculty and administrators for the most efficient and effective attainment of the College's mission and purposes

Qualifications: The College encourages all candidates with the following qualifications to apply:

- Terminal academic or first professional degree;
   Broad and algorificant academic and administrative experience at level of
- dean or above;

  Established record in leaching and scholarship;

  Established record in leaching and scholarship;

- Excellent managerial, communications, and organizational
   Demonstrated leadership ability:
   Ability to work with diverse constituencies;
   Experience in accreditation procedures;
   General knowledge of fund-raising strategies;
   Sensitivity to needs of a diverse educational community;
- Bensinvity to needs of a unerse educational community,
   Honesty, integrity, and good moral character;
   Proactive leadership style; and
   Willingness to actively develop a sensitivity to, and concern for, The National College of Chiropractic, its history, and its specific needs.

Experience in health education at the first professional level is desirable. Experience in health education at the first professional level is destrable. Applications: Position will be available September 1, 1992. Salary is competitive and commensurate with credentials and experience, with a range of \$70,000 to \$80,000 plus benefits, including TIAA/CREF retirement plan. Search will continue until the position is filled. Nominations, or letters of application, accompanied by current curriculum vitae, and the names, addresses, and telephone numbers of no less than five reterees are to be mailed

Dr. Jacob Fisher, Chair Search Committee for Vice President for Educational Affairs The National College of Chiropractic 200 East Roseavell Road Lombard, Illinois 60148

### Assistant Vice President for Academic Affairs and Dean of **Graduate Programs**

Nurwich University is comprised of Vermont College in Moutpelier and the fillitary College of Vermont in Northfield, Of the 2,700 students enrolled at the University, 500 are in full-time, non-traditional graduate programs comining brief regidencies with mentored independent study.

bining brief residencies with mentored independent study.

The University is seeking a loader to guide the development of its existing graduate programs: the independent study Graduate Program (M.A.), the M.F.A. in Writing, the M.F.A. in Visual Arts, the M.A in Art Therspy and the M.Ed. in Physical Education. Directors of all graduate programs report to the Assistant Vice Prosident/Dean, who in turn reports directly to the Vice President for Academic Affairs. The position also includes directorship of and part-time teaching in the independent study Graduate program. This is a tenure-track position, based on the Vermont College campus and available May 1 or thereafter.

Challifeations: An earned doctorate: knowledge of adult development:

evariance resy a or increaser.

Qualifications: An earned doctorate; knowledge of adult development; teaching experience with adult independent study; and substantial academic administrative experience. Candidates should have strong interpersonal communication skills and experience in program planning and development.

ment.

Interested applicants abould submit résumé, cover letter and names of interested applicants abould submit résumé, cover letter and names of references to: Dean of Graduate Programs Search Committee, c/o Vice President, Vermont College, Montpeller, Vermont 0502. Review of applications will begin on April 8, 1992. Norwich University is an EOE and affirmatively seeks women and minority applicants.

Geodrich, Dean of Faculty, Linfield College, McMinaville, Oregno 97128. Screening begins 13 April 1992. Women and minority candidates welcomed. AA/BOE.

Milliand Linferan College, Framont, New York College, Framont, New York College, Framont, New York College, Manager McMinaville College, McMinav

nority candidates welcomed. ANYSUS.

Sociology: Austrant Professor. Will teach full lead of undergraduate courses, particularly core courses in anthropology and sociology, as well as seneral sociology maker courses. Will ensure in research, serve on faculty committees, advise students, and carry out other normal residents activities. Ph.D. or A.B.D. in Sociology required; sood references; sood scadpmic record; oxperience as teacher or teaching ansistant oxperience thus to able to empathize with undergraduate students at traditionally minority, private college. Interested applicants about forward a resume, three letters of recommendation, and transcripts within thirty days of publication to Dr. Setty Parker Smith, Vice Fresident for Academic Affairs and Dean, Tongaloo College, Tongaloo, Missisippi 39174.

Sociology/Criminal justice: A tonure track, undergraduate fuculty nosition beginning late August, 1992, in a two-person Sociology Department to Ger courses such as Criminology Social Differentiation, and Social Psychology. An ability to teach Social Psychology. An ability to teach social Research is desired but not essential. Candidates must be committed to teachins, willing to develop the Criminal Justice coentration within the Sociology major, and compatible with the mission of the small,

Spanish: Traure-track assistant professor.

Ph.D./ABD required. Dutiss include teaching all layers of Spanish language, literature, and civilization, interest in curriculum development bighty desirable. Application latter, curriculum vines, and rafercares to Dr. Paul dedatesso. Chair, Division of Humanides. North Carolina Westeyan College, 1400 North Westeyan Boutsward, Rocky Mount, North Carolina 27804, Closky date April 23, 1992. Equal Opportunity Employer.

Spanish: Rull-time, one year replacement anticipated beginning August, 1992. Possibility of a second year. Teach beginning, intermediate, advanced conversation, possibily literature and/or Hispanic culture. Small residential fiberat signs college in Dine Ridge Monutains. Required: master's degrae in Spanish, teaching experience, Sond fetter and vitac to: Dr. Spanuar Mawillams, Vice President for Andemic Affairs, Warren Wilson College, Swannanoa, North Caroline 28778-2099 by April 30.

Spanish: Ball State University, Muncle, In-diana, Assistant Professor of Spanish for a

### ASSOCIATE VICE PRESIDENT FOR STUDENT AFFAIRS AND DIRECTOR OF **ENROLLMENT MANAGEMENT**

SOUTHWEST TEXAS STATE UNIVERSITY

Southwest Texas State University Invites applications and nomina-tions for the position of Associate Vice President for Student Affairs and Director of Enrollment Management. Southwest Texas is a com-prehensive university of 22,000 students offering bachelor's and mas-ter's degrees. The university is tocated in the scenic Texas Hill Country at the headwaters of the San Marcos River in the community of San Marcos between Austin and San Antonio.

DUTIES AND RESPONSIBILITIES DUTIES AND RESPONSIBILITIES

The Associate Vice President serves as the chief deputy to the Vice President, coordinates, in collaboration with the department directors, the division's strategic planning process, assessment and research program, staff development program, budget and monitoring process, computer information needs, and program development initiatives. She/he handles constituent concerns directed to the Vice President's office, serves on numerous committees, oversess tigs, budgeting and quality control process of division publications, collice, dinates major projects within the Vice President's office, handles related writing assignments and supervises a staff of four in the Vice President's office.

President's office.

As the Director of Enrollment Management, she/he coordinates and facilities the implementation of the University's carrellment management program through the vice presidents of the University and in consultation with the Enrollment Management Advisory Council. She/he works closely with the Director of Assessment and the Assistant Vice President for Planning and Administration in developing data and analyses that guide enrollment management decision-making. Through appropriate collaboration, she/he updates and extends the Enrollment Management Plan. In the role of Director of Enrollment Management, the incumbent reports jointly to the Vice Presidents for Academic Atlairs and Student Atlairs with the lead Vice President being Student Affairs. The Director makes regular reports to the President and Vice Presidents on the programs in meeting the goals of the Enrollment Management Program within the context of the University's Strategic Plan.

The successful candidate will have extensive experience and knowledge of student affairs functions and issues, understand thoroughly enrollment management strategies relating to the recruitment and retention of students, experience with assessment and, specifically, student outcomes assessment and analysis, experience with budgets and experience with program development. Must have a demonstant education and experience with program development. Must have a demonstant education and present excellent communication and organization skills. Master's degree required, Doolorate preferred, commitment to and demonstrated record of expanding opportunities to diverse populations on college campuses. QUALIFICATIONS

APPLICATIONS

Submit a letter of application and résumé, together with a one-page statement on the candidate's view of enrollment management to Dr. James D. Studer, Vice President for Student Affairs, Southwest Texas State University, 601 University Dr., San Marcos, TX 78668; Phone #: (512) 245-2152.

Review of applications will begin May 1 and will continue until the position is filled.

SWT is an AWEEO Employer.

### VICE PRESIDENT FOR COLLEGE RELATIONS 💝

Union College, a highly selective, liberal arts and engineering college of 2,000 students, founded in 1795, seeks an imaginative, hardworking, and energetic individual to provide vigorous and continuing leadership for a \$150 million Bicentennial Campaign and ongoing development efforts. Knowledge of fund raising and academia prefemble; ability to communicate effectively, organize, and motivate essential.

Review of applications will begin immediately and the position will be filled as soon as possible.

Applications and nominations should be sent to: Roger H. Hull, President Union College Schenectady, New York 12308

Union College is an Equal Opportunity and Affirmative Action Employer.

one-year, full-time temporary position begioming Full Semester 1992. Possible renesses. Teaching knad is four classes a sementer. Minimum qualifications: Fn.D. in
Spanish, some teaching experience of college or high school level, Preferred qualificallons: Generalist with ability to teach
phonatics and near-native command of
Spanish, evidence of successful teaching
and published research, evidence of oresilve or inapvative teaching and willingserved to the community. Affirmative Action Employer
and is atroughy and actively committed to
diversity within its community.



### UNIVERSITY OF MASSACHUSETTS

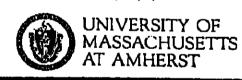
### Vice Chancellor for **Student Affairs**

The Vice Chancellor provides leadership to and management supervision of Student Affairs units on the Amherst campus including Dean of Students, admission, financial aid, academic support services for students of color, career center, housing services, health services, child care, public safety, environmental health and safety, student activities, new students program, Visitors Center, Commencement, Student Af-lairs research, information and systems. The Vice Chancellor also has responsibility for implementing trustee policy pertaining to student life and has primary responsibility for consulting with student organizations on policy issues. The Vice Chancellor reports directly to the Chancelipr and, as one of the principal administrative officers on the campus, plays a major role in overall policy development and campus

Qualifications: Earned doctorate preferred; extensive idministrative experience in a senior management role n student affairs or related area; demonstrated ability to maintain open and effective working relationship with students, staff, faculty, administrators and trustees responsiveness to students; demonstrated leadership capabilities in a diverse community; experience in a large residential university; demonstrated commitment to affirmative action and a multicultural campus.

The University: The Amherst Campus is the largest of the 5 campus system of the University of Massachusetts, enrolling approximately 16,500 undergraduate and 5,000 graduate students. The campus marked its 125th anniversary in 1988 with a renewed commitment to its land-grant mission of education, research and public service. Hs 7 schools and colleges offer the Bachelor's degree in 97 fields, the Associate's degree in 7, the Master's degree in 70, and the Doctorate in 48. The rural western Massachusetts setting for this largely residential campus offers a rich cultural environment with membership in the Five Colleges offering access to classes at Amherst, Hampshire. Mount Holyake and Smith Colleges. The University is actively committed to affirmative action, civility, equal opportunity, and intellectual freedom, striving to oslabish and sustain a community that embodies and transmits the values of respect, diversity, and social justice as it seeks to enhance the multicultural character of the campus.

The search committee will begin screening applications on April 24, 1992. Applicants should include a current curriculum vitae and the names and addresses of at least three individuals who may be contacted for references. Nominations and applications should be submitted to: Dr. David C. Bischoff, Chair, Vice Chancellor for Student Affairs, Search Committee, Chancellor's Office, 300 Whitmore Administration Building, University of Massachusetts, Amherst, MA 01003. An Affirmative Action/Equal Opportunity Employer.



UNIVERSITY OF MASSACHUSET

### Lane Community College

Vice President for Student Services. While the earned doctorate is pre-ferred, candidates with less post-graduate study and substantial, suc-cessful experience as academic leaders will receive full consideration. Minimum of seven years' progressive responsibility in educational ad-mynistration positions with a minimum of three years of administration in 2.5 Student Services unit of a community college. In lieu of stated minimum qualifications, a documented allernative combination of related education and/or experience—regarded by the applicant to be the equivalent—may be substituted formally for consideration. Deadline Date: 4/15/92.

For application, job description and further information, please contact:

Personnel Services
Lane Community College
4000 E. 30th Avenue
Eugene, OR 97405
(503) 726-2211

LCC application must be postmarked by deadline date. A resume may be submitted, but cannot take the place of the application form.

An Affirmative Action, Equal Opportunity Institution

### **PROVOST**

### University of Southern Colorado

The University of Southern Colorado, a public regional university of distinction, invites applications and nominations for the position of provost. The provost is the chief academic and operating officer of the institution. provost is the chief academic and operating officer of the institution.

Specific Areas of Responsibility: The provost reports to the president and is responsible for all academic programs, student affairs, and business services. Areas and offices reporting to the provost include the three colleges of the university, the School of Business, the Center for Teaching and Learning, student life and development, continuing education, library, business services, admissions and enrollment services, athletics, and KTSC-TV. The provost is responsible for all personnel, budgeting, and administrative concerns in these

Qualifications: Candidates must have an earned doctorate, significant academic experience (including teaching and scholarly activity), a strong commitment to affirmative action and diversity on campus, the ability to develop and supervise a broad range of academic, student, and business functions, a strong commitment to the values of shared governance, and a credible record of past accomplishments in higher education, preferably at the academic dean level or above

Starting Date: July 1, 1992 or as soon as possible thereafter Salary: Salary and fringe benefits are competitive

Salary: Salary and fringe benefits are competitive.

About the University of Southern Cotorado: The University of Southern Colorado is located in Pueblo, a community of approximately 100,000 people east of the scenic Sangre De Cristo Mountains. The university is a regional university with a polytechnic emphasis, its three colleges Include Liberal and Fine Arts, Science and Mathematics, and Applied Science and Engineering Technology, as well as the School of Business and The Center for Teaching and Learning, Emphasis is on undergraduate education in the liberal and fine arts and in various professional fields. Master's programs are offered in Applied Natural Sciences, Business Administration. Systems Engineering, Education, Social Work and Counseling (the latter three in conjunction with other institutions in Colorado). Current enrollment is approximately 4,400. The university's primary goal is to become one of the best regional universities in the United States, as measured by the quality of its faculty, students, programs, and facilities. A mojor capital gifts campoign is underway to facilities achievement of this goal.

The university has a highly diverse population and is committed to a number.

The university has a highly diverse population and is committed to a number of high priority initiatives to further enhance diversity on campus.

Submission of Materiols: Nominations and applications are encouraged beginning immediately. In order to receive full consideration, a letter of interest and complete curriculum vitae should be received no later than April 17. Please submit the names and phone numbers of at least three references. References will not be contacted without prior approval of applicants. Please submit all materials to:

Chair, Provost Search Committee University of Southern Colorado 2200 Bonlotte Boulevard Pueblo, CA 81001.4901 Fax: (719) 549-2938

The University is an Affirmative Action, Equal Opportunity Employer.

### ATLANTA METROPOLITAN COLLEGE

Vice President for Academic Affairs

ATLANTA METROPOLITAN COLLEGE is seeking qualified applicants for the position of Vice President for Academic Affairs, available July 1, 1992. The Vice President for Academic Affairs, available July 1, 1992. The Vice President for Academic Affairs administers the academic divisions, the Learning Resources Center, and the continuing education program of the College. New President for as the chief executive officer of the College. Major responsibilities and udo, but are not limited to: supervision of all areas of instruction and research; coordination and direction of the work of the areas of instruction; primary administration of an administration of an academic divisions of the College; overall budgetary responsibilities in the areas of instruction; primary administration of an academic regulations and requirements; effective utilization of all classroom buildings, laboratories, faculty office space, and other instructional facilities; and oversight, through recommendation to the President, of the appointment, reappointment, non-renewal, dismissal, placement, rank, promotion, tenure, and salary increases of academic personnel.

The College, Currently in its eighteenth was of operation. Atlanta Metapocition.

The College. Currently in its eighteenth year of operation, Atlanta Metropolitan College is a two-year, nun-residential unit of the University System of Georgia located in the southwest section of Atlanta. The predominantly Black student body varies widely in ago, academic experience, and educational aspirations. Many students entor the College through the remedial program of the Developmental Studies Division.

State Conteger introduction for this position must hold an earned doctorate in an academic discipline from an accredited institution. They must possess broad-based experience in higher education, including (a) at least five years as a full-time fraculty member at a college or undventy, (b) at least five years as a full-time fraculty member at a college or undventy administrative position, and (c) sufficient accomplishments as a scholar to communicative at the least division/department had or equivalent) college or undvently administrative position, and (c) sufficient accomplishments as a scholar to communicative will present (1) a firm commitment to academic excellence; (2) a proven record in program and faculty development; (3) excellent written and oral communication skills; (4) a strong background in institutional management, and (5) a firsthand knowledge of and experience in the effective implementation of the teaching learning process. Further, he/she will demonatorise a strong commitment to the philosophy of the two-year college, and understanding of the mission of Atlanta Motropolitan College, and strong support for the institution's goals.

Salary, Selary is competitive, based upon qualifications and experience, within the budgetary parameters of the College and the University System of Georgia.

Application Procedure, Persons wishing to apply must submit a detailed vita, along with a letter of senting and account of the control of the college and the University System of Ceorgia.

Application Freedure. Screening will begin April 15, 1992.

Application Freedure. Persons wishing to apply must submit a detailed vita, along with a letter of application which specifically addresses the candidate's qualifications in relation to the responsibilities inted in this announcement. References and ranscripts should be available upon request. Send all materials to: Assistant to the President, Box 19, Atlanta Metropolitan College, 1630 Stawart Avenue, S. W., Atlanta, Georgia 30310.

Atlanta Metropolitan Colleg

Spanish) Tenure track Assistant Professor, August, 1992. Ph.D. praferred (ABD considered). Secondary learning experience destrable. Teach all levels of undergraduate banauage. Iterature and civilization courses. Area of specialization open. Strong commitment to language teaching table or near-naily fluency essential. Send application letter, vits and letters of recommendation to: Spanish Search, covice President for Academic Affairs, Wayne State College, Wayne, Nebraska 6872. Screening begins April 5 and continues until position is filled. EEO Employer.

Spanish Graduate Pellow; one year posi-tion [possibility of renewal], to teach up to two courses and related activities to start in Sentember. 1992. Supend \$10,000 per year, plus room and board. Qualifications: Doctoral candidates in a North American University with ABD standing. Pease con-tact K. Lloyd-Jones, Chalrman, Depar-nent of Modern Languages, Trinity Col-lege, Hartford, Connecticut 06106 as soon as possible. Spanish: Piedmont College invites applica-tions for a tenure track faculty position at the Assistant Professor level, beginning Abaust 1, 1992, Ph.D. required. Native or near native fluency in Spanish necessary. Laila Americanist preferred. Evidence of teacher education training andre achie ed-ucation a plus. Located in Northeast Geor-

# **RUTGERS**

### VICE PRESIDENT FOR COMPUTING

Rutgers University invites numinations and applications for the position of Vice President for Computing.

Dutles: The Vice President for Computing will report to the University Vice President for Academic Affairs and will advise the University Vice President and other sentor University officers in all matters pertaining to computing University-wide. The Vice President for Computing is responsible for all University-wide planning and Implementation in the areas of computing and

The following areas will report to the Vice President for Computing: central academic computing services, telecommunications (including telephone), central administrative computing services, and central computing operations. In addition, the Vice President for Computing will work to encourage the appropriate use of computing throughout the University and to facilitate efficient and effective use of computing resources.

The Vice President will work closely with the Provosts of all three campuses to strengthen the importance of computing to each of the three missions of the University: instruction, scholarship, and service. He/she will provide a leadership role in fostering the development of computing at Rutgers. The Vice President for Computing will also actively seek external funding for selected computing development projects and will be responsible for vendor relations.

relations.

Qualifications: Earned baccalaureate, with higher degree preferred. The successful candidate should have a high fevel of expertise in computing and telecommunications. The individual should be knowledgeable in the following areas: networking, computing for research/scholarship, oversight of computing operations, instructional computing (including multimedia applications), information access issues, distributed computing systems for administrative users, supercomputing, graphics, and most especially support and services for students, faculty, and administrators. He/she must have a good understanding of computing needs and applications in the variety of academic and administrative areas which comprise the University. Demonstrated successful management of computing operations and a commitment to a service orientation are required. He/she should possess strong leadership skills and the ability to be an effective spokesperson for computing interests. An ability to work well with others within a collegial governance structure is essential.

Office of the President Old Queens Building Rutgers University
New Brunswick, NI 08903

Applications will be processed on a continuing basis. It is anticipated that the successful candidate will be selected by July 1, 1992.

### **VICE-PRESIDENT**

- Northwestern University -

The Vice-President for Student Affairs is an officer of the University and serves as a member of the President's staff with responsibilities for providing leadership for student affairs.

The Vice-President is responsible for providing direction in the

- Developing and coordinating programs encom-passing student activities and conduct, counsel-ing, guidance, student health, housing, food service and placement.
- Overageing budget and ongoing operations consisting of approximately 240 professionals and support staff.

experience relevant to student affeirs, strong managerial skills and a demonstrated record of achievement, preferably in a comparable educational environment. An earned doctorate is preferred but not accessed.

For full consideration, nominations and applications should be sent by May 1, 1992 to:



Vice President Marilyn McCoy Chair, Search Committee Northwestern University 633 Clark Street Evanston, Illinois 60208

rthwestern University is an Equal Opportunity/ ployer and especially welcomes applica

544.038. Starts August 13, 1992. Apolica-tion deadline: April 24, 1992 (by 5:00 p.m.). Oblait application materials: Personnel Of-fice, 7357 Tompkins Hill Road, Eureka, California 95501; (707) 445-6850. EOE. Special Education: Tonure track, Assistant Professor. Department of Special Education, University of Texas at Austin, available Pail Semester, 1992. Candidates must have an earned doctorate in Special Educations.

# **BROCKPORT**

**BULLETIN BOARD:** Positions available

### **VICE PRESIDENT FOR ACADEMIC AFFAIRS**

The State University of New York College at Brockport Invites nominations and applications for the position of Vice President for Academic Affairs. The position will be available August 1, 1992. THE COLLEGE

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THE POSITION

The Vice President for Academic Affairs, one of four senior administrative officers, is the chief academic officer of the College and reports directly to the President. The Vice President is responsible for providing leadership and management for all instructional and academic support areas of the College. Reporting to the Vice President are the deants of the Schools of Arts and Performance, Letters and Sciences, and the Vice President are the deants of the Schools of Arts and Performance, Letters and Sciences, and Professions, and the Dean of General Education; the directors of Library Services, International Education, and the Educational Opportunity Center: the Associate Vice President for Academic Affairs, and the Crans Writer. Salary is competitive and commensurate with experience and qualifications.

RESPONSIBILITIES The Vice President for Academic Affairs:

- ensures academic quality through the development and implementation of policies affecting the academic programs, the periodic evaluation of these programs, and the maintenance of the College's academic standards;
- oversees the recruitment and selection of all academic personnel, and recommends action on appointment, retention, tenure and promotion of faculty:
- ensures equal opportunity and affirmative action efforts to diversify the faculty and staff; fosters an environment conductive to collegiality, diverse views and open discussion, and an appreciation and respect for ethnic, cultural and social diversity;
- serves as a member of the President's staff in the overall planning and management of campus affairs, and chairs the Academic Council of Deans;
- consults with the Faculty Senate as well as other on- and off-campus constituencies;

• serves as liaison with central academic administration of the State University; and • participates in the development and fund-raising activities of the College.

The College is seeking a creative, dynamic individual to provide academic leadership and vision. The position requires an earned doctorate, and distinction in teaching and scholarship appropriate for the rank of professor. Candidates also must demonstrate successful experience as an academic administrator at the dean's level or above. The successful candidate will have a commitment to the liberal arts and their relationship to the professions, as well as the ability to work with a multi-racial and pluralistic college community. In addition, all candidates will be evaluated on evidence of the following qualifications:

- leadership in support of faculty development, scholarship and creative activities;
- determination to develop an environment supportive of cultural diversity;
- expertise in comprehensive academic planning and resource allocation;
   leadership in grant acquisition and institutional development;
- effectiveness as a compus spokesperson, involving consultation with on- and off-campus constituen-
- understanding of the political, social, and economic forces shaping the future of public higher

NOMINATIONS AND APPLICATIONS

lations and Applications should be addressed to:

Edward Kelly, Assistant to the President 408 Allen Administration Building SUNY College at Brockport Brockport, New York 14420

forminees for the position will be invited to apply. All candidates must submit a complete formal applica-tion, including a) letter of interest that indicates how the candidate satisfies the qualifications; b) a current that and c) three current letters of reference from individuals who can assess the candidate's qualifica-tions for the position. Review of applications will begin on April 15, 1992 and continue until an appoint-ment is made.

SURY College at Brockport is an Equal Opportunity, Affirmative Action Employer. Minorities, women, and members of other protected groups are encouraged to apply.

### \* TRINITY 📛 COLLEGE

WASHINGTON

### VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Trinity College in Washington, D.C., invites applications and nominations for the position of Vice President for Institutional Advancement. Reporting directly to the President, this new position will have senior management responsibility for coordinating the College's operations and activities in development, public relations, alumnae relations, and general external relations.

The Vice President for Institutional Advancement will be the chief davelopment officer of the College. In particular, the Vice President will be responsible for the planning and direction of Trinity's fundation perations (major gift, annual fund, planned gift, corporate and boundation relations, public grants), including the preparation of the College's centennial campaign.

As one of the nation's oldest Catholic liberal arts colleges for women, Thinly today includes more than 1,100 students in the traditional undergraduate program, Weekend College, Continuing Education, and the Graduate Program in Professional Studies.

Candidates for the position of Vice President for Institutional Advancement should have 5-8 years of senior management experience in development, including demonstrable success in fund raising, organization and management. Candidates must also be able to demonstrate excellence in writing and oral presentation skills. A baccalaureate depret is required, and an advanced degree is preferred. The application deadline is April I, 1992. Letters of application, including résumés, should be sent to:

Trinity College
Advancement Search
Box 1000
Washington, DC 20017

Applications will be accepted through March 1992. Send applications to: Carl Instance, Chair Search Committee, Department of Special Education, Room 306, University of Texas, Austin, Texas 18712-100. The University of Texas is an Equal and pertons with disabilities are encoursed obscious experience with disabilities are encoursed. March 1992, Special Education: Curriculum and Instruction. Mississippi State University is seek-

LA CROSSE

Assoc./Professor & Chair, Physics

Assoc. Protessor a Clean Hydrocaled Physics Department starting fall 1992. Inhance Intro sequences, expand major. Requires doctoate in physics or related; leaching, research, administrative experience. Nominations and applications, to include vitase, three reference letters, to: Cliati, Physics Search Committee, 3033 Cowley Hall, University of Wisconsin-La Crosse, La Crosse, Wi 54601. All must be received by May 15, 1992. Women, minorities encouraged to apply. Alphabetical list of nominees and applicants, without differentiation, may be released after deadline. AAEOE.

technology literate and knowledgeable about current issues and trends in special education and education in separal. Responsibilities: tasch undergraduate and graduate courses in special education, supervise practicum students, conduct research in areas of interest, be estimited to

### POSITION ANNOUNCEMENT VICE PRESIDENT FOR UNIVERSITY EXTENSION **UTAH STATE UNIVERSITY**

Utah State University, founded in 1888, is Utah's land grant institution, nationally and internationally recognized for programs in engineering related to irrigation, water management and space exploration; natural resources management; ecological sciences and agriculture in arid and semi-arid regions; with strong programs in the humanities, education, family life, the sciences and business. The quality of the University's educational programs combined with its physical location attracts capable undergraduate and graduate atudents from across; the United States and the world. Located in Logan at the base of the Wasatch Mountains in the Cache Valley of northern Utah, the University and its environment enjoys the high quality of life associated with a clean environment and college community. Outdoor activities are unlimited. The University and community provide considerable opportunities for cultural activity.

### Primary Functions

University Extension at Utah State University encompasses: (1) the Cooperative Extension Service, traditionally associated withland-grant universities; and (2) Life Span Learning programs, which include the Class Division, Conference and Institute Division, COM-NET Telecommunications system and off-campus Continuing Education Centers.

The Vice President for Extension provides overall leadership for University Extension as one viable, functional unit and serves as the Director of Utah State University Cooperative Extension Service in interfacing with Extension Service, United States Department of Agriculture.

### **Major Dutles**

Administer the development and implementation of Extension Programs to meet the needs of the people of the State Of Utah through traditional and non-traditional delivery systems including distance education.

Represent University Extension in its administrative and policy functions with the University administrators, ES-USDA, County Commissioners, and other agencies and organizations as designated by the President. Represent University Extension in its policy-making and public relations functions with national, state, and local

Work with colleges and other units to mobilize and coordinate the resources of the University in support of the

Provide leadership in establishing Extension policies and procedures related to programs, personnel, and other Develop and administer budgets obtained from state and federal appropriations and other sources in accordance

Be responsible for personnel functions such as recruitment, selection, placement, orientation, tenure, prom and performance evaluations, termination, and salary adjustment.

Administer all aspects of the Equal Employment Opportunity Program and Affirmative Action plan within University Extension.

Work with other major offices of the University to promote the instructional, research, and service missions of

onsible to the Utah State University President for total University Extension program. Closely coordinate with the Provost and Deans all aspects of academic programs offered through Extension.

Cooperate with others to promote the goals and mission of the University. Accountable to the Administrator of Extension Service-USDA for programs and budgets related to Cooperative Extension.

Earned declorate from an accredited institution of higher education.

Qualified and acceptable for appointment at full professor rank with tenure at USU.

Substantial faculty and/or administrative experience at a Land-Grant University with a sound understanding and commitment to the broad functions of extension. A particular sensitivity to the interactive functions of rescurcing and extension in bringing new knowledge and serving the people's needs.

The ability to integrate the overall resources and technology of the total University into the extension function.

A global perspective and keen understanding of the national and international scope of the land-grant system and the inter-dependence of state, national and international economies. A demonstrated ability to be innovative and creative and to communicate clearly with a variety of audiences. Broad successful experience in working effectively with people, a demonstrated ability to motivate others and the ability to delegate responsibility and authority.

Ability to manage fiscal, physical, human and other resources in accordance with University policy. A sensitivity to people with diverse cultural backgrounds and a commitment to Equal Employment and

The search will remain open until April 15, 1992, or until a sultable candidate is found. Please send resume and names of five references to:

Dean Joseph A. Chapman, Chair Search Committee for Vice President for University Extension ca Committee for vice President for Calversity Ext Utah State University Logan, UT 84322-5200 Telephone (801) 750-2445 Fax (801) 750-2443

UTAH STATE UNIVERSITY IS AN AFFIRMATIVE ACTION I EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Send application staterial to: Dr. Kirthy Detract. Head, Department of Special Education, Burton College of Education, McNeess State University, P. O. Box 1880, Lack Charles, Louislana 70699; (318) 475-5471. AA/BOE.

Special Education The University of Rio Special Education and other areas related to experience of the college of the control of the c

graduale courses an apocial, conduct reversity practions students, conduct reversity practions and interest, be anively involved in professional and community organizations, and other university duties. Salary negotiable, Applications will be accepted through May 11, 1922, or until the position is filled. Submit letter of application, resumé, all trapscripts, and three levilon, resumé, all trapscripts, and three levilons of recommendation to: Dr. Hold Annos, ters of doctoral deave, certification in an adviserable and trapscripts and anti-material doctoral deave, certification in the cardinary scripts of the profession teaching in the cardinary scripts of the profession. Festion and contributions to applications and an uninformed deave, certification in the cardinary scripts of the profession teaching in the cardinary scripts of the profession. Festions and contributions to applications and apprehension of the profession to the profession of the profession provided the profession. Festivation in the profession provided the profession. Festions will quarter, 1992, Review of applications will quarter, 1992, Review of applications and experience, education from experience, education in provided the profession. Festivation and experience, education in provided the profession. Festivation in the profession provided the profession provided the profession. Festivation in the profession of the profession provided the profession provided the profession provided the pr

Special Education: Ball State University, Muncle, Indiana. The Department of Spe-cial Education is seeking applications for a tenure-track position with supersise in hearing impairments at the rank of Assist-ant Professor. Additional expertise in sism

Qualifications: ABD nuite so computes by July 31, 1992; at least three years of successful public school teaching experience with dark students. Preferred Qualifications: Earned doctorate with camphasts in a special education and/or perofessional operial education and/or perofessional operial educations and/or perofessional operial educations in and/or perofessional operial educations in and/or perofessional operial educations in a sign insuring interpretation, and actively in American Sign Language and related activities. Apply to: Dr. John B. Morbler, Chairperson, Desarration, and presentations, and related activities. Apply to: Dr. John B. Morbler, Chairperson, Department of Special Education, Ball State University, Muncto, indiana 47306, Review of applications will begin April 10, 1992, and continue until the position is filled, Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

Special Communication: The Department of Special peaking and/or interpretonal communication; maintegration and continuation of standing professional active program of related research leading to standing an active program of related research leading to standing an active program of related research leading to standing an active program of related research leading to standing to standing to standing an active program of related research leading to standing to standing to standing an active program of related research leading to standing to standing an active program of related research leading to standing an active program of related research leading to standing to standi

Speech Communication: The Department of Speech Communication at Indiana University seeks applicants for an entry-level position of Assistant Professor to bagin August 1992. Candidates should: have a Ph.D. in speech communication with an emphasis in interparaonal communication and related areas; show promise of an outstanding re-

Indiana 47403.

Speech/Drama/Humanities: Tenure track instructor/assistant professor position anticipated for Fatt, 1992. Duties include teaching undergraduate classes in basic apeech, ameral humanities, drama and directing campus productions. M.A. required; Ph.D. preferred, Subant letter of application, resums, unofficial transcript and J letters of references before April 2.

1992 to: Angle O'Hara, Personnel, Ottahoma Panhandle State University, P. O. Box, 430, Goodwell, Okiahoma 79439. AN EOR.

Spanishis Instructor. Pending Budget Approval. Master's degree with eighteen graduate proval. Master's degree with eighteen graduate proval in Spanish. Responsibilities will include teaching elementary and intermediate Spanish courses. Profer previous community college tenting experience and fluency in two languages-Spanish courses. Equal Opportunity Institution.

Rutgers University is a comprehensive public research university with campuses in Camdon, Newark, and New Brunswick. The Office of the Vice President for Computing will be located in New Brunswick. The University enrolls more than 47,000 students in 26 schools and colleges. It has an annual budget of approximately \$700 million.

Letters of application or nomination, including a current vita, salary history, and the names, addresses, and telephone numbers of five references should

loseph A. Potenza, Chair Search Committee Vice President for Computing

Employment eligibility verification required. Altroative Action, Equal Opportunity Employer

For Student Affairs

Serving as an advocate of student needs while participating in University policy making.

The qualified candidate should have significant administrative

في.

### **PRESIDENT**

### LEHIGH COUNTY **COMMUNITY COLLEGE**

The Board of Trustees toyites normations and applications for the position of President of Lehigh County Community College. The president is the chief executive officer of the college with responsibility for leading and motivating all staff in the development and implementation of the college's mission and policies.

Lehigh County Community College, founded in 1966, is located ten miles north of Allentown on a 150-acre suburban campus. The college's local poisors consist of the nine Lehigh County school districts and four Carbon County school districts. Credit student enrollment has increased steadily and substantially in the last four years and is approaching 5,000. Noncredit enrollment is over 16,000 annually.

#### Qualifications include

- A professional with significant administrative/management experience in a
  post-secondary or other organizational setting who understands and is
  committed to the mission of community colleges. A doctoral degree is
- committed to the mission of community colleges. A doctaral degree is preferred but not required.

  An armbassator who is actively involved in community affairs.

  A dynamic, inspirational leader who can morivate and energize faculty and staff to grow professionally and to respond creatively and effectively to changing needs of education, students, the workplace, and community.

  An innovative senior-level administrator who possesses strong human relations skills and can demonstrate previous success in hudding teams, bringing about consensus, and overcoming adversity.

  An effective communicator who can speak, write, and listen well.

  A critical thinker who is alert to and aware of future trends and who is able to develop and implement a strategic plan in meet future needs.

  A realist who understands the dynamics of public financing.

  A high-centry-level administrator who possesses a walk-around management style which incorporates objectivity, sensitivity, openities, a sense of humor, and lairness.

- A high-profile agent of change with the desire and ability to promote joint yenures with organizations in the private sector and other educational A culturally sensitive person who can assist college constituencies in building a community where diversity and pluralism are valued.

The salary range for this position is \$75,000 to \$95,000.

Interested applications are invited to apply in confidence by forwarding a letter of interest, a resume, and a statement describing specifically how your experience meets each of the listed qualifications by May 1, 1992. The current president is retiring June 30, 1992, and the Presidential Search Committee's goal is to have completed the selection process by July 31, 1992; however, process will continue until a suitable candidate is identified.

Application materials should be mailed to: Presidential Search Committee Mr. Allen D. Ruter Lehigh County Community College 2370 Main Street Schnecksville, PA 18078

Lehigh County Community College is an affirmative action, equal opportu-nity employer. We particularly encourage applications from people of tradi-tionally underrupresented groups.



## **ASSOCIATE** VICE PRESIDENT **ENROLLMENT MANAGEMENT**

Fairleigh Dickinson University seeks

an experienced professional to develop and administer the university recruitment, admissions and financial aid programs, as well as bursarini and registration operations for undergraduate and graduate students for Rutherford, Teaneck and Madison Campuses. Additional responsibilities include development, marketing, advertising and enrollment planning programs including overseas programs, and management of professional and support staff for the Tri-Campus Enrollment Services Offices.

Requirements: Minimum Baccalaureate degree; minimum five years' sentor level experience, including staff supervision and managerial functions; demonstrated experience with both undergraduate and graduate enrollment services with private educational experience preferred; conversant with computerized systems and excellent personal communications skills. Submit resume and letter of application by April 24 to: Dr. Walter Cummins, Search Committee Chair, c/o University Employment Office, PC-8, Fairleigh Dickinson University, 223 Montross Avenue, Rutherford, NJ 07070.

Equal Opportunity/Affirmative Action Employer M/F

Student Activities: West Georgia Collego.

\*\*Activities Director of Student Activities for the College of the Unanimous Agreements of Internet Council. Panhellenic Council workshops, programs and somissi; council Rical Greek Council College of Council College of Council College. sponsionings include subscription of interfrataernity Council, Panhelieric Council, Block Greek Council, Onder of Onicea and Greek Week committee; supprison of oight national sorprites and often national fratomaties. Administers the rish Counselor program, maintains records of each chapter, supervisors and and matching, coordinates workshops, programs and sontings; council of programs, maintains records of each chapter, supervisors and and matching, coordinates workshops, programs, maintains records of each chapter, supervisor and between contingent of each chapter, supervisor and publication relating to Greek Life. Muster's degree required and experience on the graduate level in Greek advising or student activities grotes many be substituted for a material Greek organization. Stanlag date negotiable. Applications will be accepted until position is filled. Salary range is \$19,000-\$21,000. Send fetter of application, resume and names, addresses and telephone numbers of three professional references to: Linda Picklestnor, Director of Student Activities, West Georgia College, Carrollion, Georgia Solls. Afternative Action, Equal Opportunity Employer.

Student Services: Assistant Dean of Student Activities and the ActCaffers Center. Responsibilities include student council plantal plantal programs and sontings; councilers with dent of successful and datage will possess a matter of successful candidage will possess a matter of successful candidage will possess and student of south activities and opportunity experience at the local programs of the program of the program of the programs of the program of the programs of the program of the programs of the program of the pro

Student Affairst Arkansas State University, Student Affairs Division. Assistant Dean of Students. Advise the Panbellenic Council. Responsible for five NPC sorerity observed adhering to the policies and guidelines from

## **Central Community College**

**CAMPUS PRESIDENT** Grand Island, Nebraska

Central Community College, a fully accredited community college founded in 1966, is seeking candidates for the position of Grand Island Cumpus President. The closing date for this position is April 17, 1992. All documentation, to include applications, nominations, and materials, must be received on or by May 1, 1992.

The college is a multi-campus community college with major campuses at Columbus, Grand Island, and Hastings, Nebraska. Head count enrollment is approximately 9,500 for Grand Island and 30,000 for the college, with major emphasis on vocational/technical educational programs. Students are the number one priority in the college that utilizes competency-based upstageting and algorithm. nviruction and planning.

Responsibility: The Campus President of the Grand Island Campus is the chief administrative officer, directly responsible to the College President. This position is responsible for campus and community relations; all campus functions, including budget preparation and administration, instruction, student services, plant operations, campus staff, and grants; and all other related campus activities. The Campus President of the Grand Island Campus has college-wide responsibility for community education toff-campus programs.

Qualifications: The successful candidate must possess an earned master's degree (doctorate preferred) from an accredited institution; a strong commitment to the community college philosophy; experience in senior managerial positions; and experience with business, industry, and vocational/technical education. An understanding of individualized instruction is helpful because most instructional programs are self-paced. A minimum of 10 years of combined experience in education, business, and technical fields is required (prefer 5 years' experience in dean level or above position at a community college).

Employment Conditions: An excellent fringe benefit package is provided Sulary is commensurate with individual's background and experience. Application: Submit a letter of application, including resume, credentials, and sulary requirements to: Douglas L. Adler, Human Resources Manager, Central Community College, P. O. Box 4903, Grand Island, NE 68802-4903, or phone 308-384-5220.

AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER

## **OTTAWA UNIVERSITY**

## **Ottawa Campus Provost**

Ottawa University, founded in 1865, is a four-year college of liberal arts related to American Baptist Churches, U.S.A. It provides liberal education and career preparation for a diverse student clientele. The residential Ottawa Campus serves 540 undergraduates in Ottawa. Kansas, fifty miles southwest of Kansas City. The University provides degree completion and continuing education programs for adults through non-residential centers in the Kansas City and Phoenix metropolitan areas.

Ottawa University seeks a Provost for the Ottawa Campus. The Provost is the chief operating officer of the campus and oversees all operations through an Academic Dean, Dean of Students, Business Manager, Director of Admissions, Director of Financial Aid and Director of Information Systems. The Business and State of S tems. The Provost reports to the University President and with the Provosts from Kansas City and Phoenix is a member of the President's Council.

The successful candidate will have a background of significant administrative responsibility in a four-year college, a commitment to the mission of a church-related college, a record of working cooperatively with faculty and staff, experience in fostering a positive teaching/learning environment for undergraduate students, and skills in financial management. Teaching experience and a terminal degree are required.

Applicants should send a letter of application stating qualifications, a cur-rent curriculum vitae or résumé and the names, addresses and telephone numbers of three professional references to:

Ottawa Campus Provost Search Ortawa University Box 15 1001 S. Cedar Street Ottawa, KS 66067-3399

This position becomes open on or after july 1, 1992. Review of applica-tions will begin April 15 and continue until the position is filled. Ottawa University is an Equal Opportunity, Affirmative Action Employer

## **DETROIT PUBLIC SCHOOLS**

## Assistant Superintendent

**Department of Human Resources** 

Sal.: \$78,651-\$86,664

Master's degree in human resources management; three years' administrative experience in human resources; experience in grievance resolutions; excellent interpersonal, leadership, organizational and communication skills; knowledge of the application of technology to human resources menagement. The successful applicant must establish residence within the city limits of the City Opetrol; within 6 months of the date of appointment and must maintain residence while in the school distinct's employ. Send a letter of application and resume to:

Dr. Deborah M. McGriff General Superintendent 5057 Woodward Avenue Detroit, MI 48202

Closing date: April 15, 1992

hol policy implementation: staff hiring, iraining, and supervision. Qualifications desired include a Master's dearee in state dent personnel or related field and a minimum of five years' post-master's work experience in sudent affairs. The position is a tweive month annual appointment beginning July 1, 1992. Salary and beachts are commensurets with experience and qualifications. Application deadline is April 10, 1992. A tester of interest, a resume, and the names and addresses of interestrates and the should be sent to: Josse J. Marks, Jr., Associate Dean of Students, University of the Pacific, Stockton, California 952.11; (209)

Student Services: Director of Student Success, Rappalanmock Community College is a comprehensive two-campus college which services a rural 13-county area in the beautiful historic Chesapeake Ray region of Virginia. The college seeks a director for it The Edwin T. Holland Center for Student Success. The director reports to the president with responsibility for planning, implamentation, operation and evaluation of the conter's activities and provides leader-thip to college personnel in their efforts to

## **Western Connecticut State University**

**PRESIDENT** 

The Board of Trustees for the Connecticut State University system invites nominations and applications for the position of President of Western Connecticul State University, a public comprehensive university enrolling some 5,886 full- and part-time students offering degrees at the bachelor's and master's levels.

Western Connecticut State University is one of four Institutions in the Connecticut State University system. The governance of Connecticut State University system is the responsibility of a stateen-member Board of Trustees. Each university is given a considerable measure of autonomy and functions under the leadership of a President who reports to the President of the Connecticut State University system. Western Connectcut State University, founded in 1903, is located in Danbury, a dty in Fairfield County in the foothills of the Berkshire Mountains, 65 miles north of Manhatan and 50 miles west of Harrford, the capital of Connecticut. The University is supported by a forward-looking, innovative business community. Western's rural 315-acre Westside campus complements its original 25-acre, 10-building Mildtown campus in the heart of downtown Danbury.

Preparation and Experience. An earned doctoral degree. Teaching experience at the college lovel. Experience in college administration, preferably on a high level involving both academic and financial matters. A record of active participation in organizations that function on regional and national levels and are concerned with

public inginer accession.

Scholarship or Artistic Skill, Experience as a scholar or as an arist. (Writings and artistic productions will be considered as evidence of scholarship or artistic skill.)

artistic productions will be considered as evidence of scholarship of artistic skill)

• Ability to Communicate. The ability to write well and to speak well.

• Ability to Elicit Community Support. Experience in working with community groups. The ability to gain support from local business, labor, and political leaders.

• Personal Qualifications and Philosophy. Support of the traditional principles of academic freedom and academic governance. Impartially. Willingness and ability to delegate authority. Courage and the strength of character needed two leadership. The imagination and initialities needed to promote new academic programs and bring about other innovations. A commitment to teaching, scholarship, and the wildes of academic life. The ability to relate sensitively to all individual within the university community and the ability to communicate effectively both within and beyond the university community.

• Working within the CSU System. Being able and willing to work loward enhances.

Working within the CSU System. Being able and willing to work toward enhancing
the mission and goals of the CSU system is expected of all presidents. Thus, a
cooperative spirit and a sense of oneness are essential qualities of the president.

Nominations must be postmarked or received on or before April 15, 1992. Applica-tions together with résumés must be postmarked or received on or before May 7, 1992.

Mrs. Rebecca Amberg Secretary to the Board Connecticut State University Executive Offices P. O. Box 2008 New Britain, CT 06050

An Affirmative Action, Equal Opportunity Employe



## HAWAII PACIFIC UNIVERSITY PRESIDENT

The Board of Trustees of Hawaii Pacific University invites nominations and applications for the position of President of the University. The President also serves as Chief Executive Officer and reports to the Board of Trustees.

Founded in 1965 in Honolulu, Hawaii Pacific is an independent coeducational institution, accredited by the Western Association of Schools and Colleges. Enrollment numbers in excess of 6,500 students. The University, with an operating budget of \$22 million, is internationally focused and offers undergraduate and graduate degree programs in liberal arts, business administration, and computer science.

Candidates should possess a distinguished record of achievement in college/university administration or comparable experience, a doctorate or appropriate terminal degree is desired. demonstrated effectiveness in fund-raising; and the ability to work with a diverse student body, faculty, staff, and urban

For most favorable consideration, applications and nominations should be received by April 27, 1992. Nominations and expressions of interest with vitae and references will be held in confidence and should be forwarded to:

> Mr. William J. Bowen **Suite 2800** 125 South Wacker Drive Chicago, Illinois 60606 An equal opportunity, affirmative action employer.

increase the success of st-risk students. The director will teach a minimum of six credit hours each semester. Qualifications include a master's degree, successful experience in innovative college teaching methods, and administrative experience in higher ethication. Pasition available July 1, 1992. Minimum 12-month salary \$32,393, excellent benefit package. Deadline for recipit of application package is 4:30 p.m., Friday. April 24, 1992. Submit completed Commonwealth of Virginia spulication form, resumé, academit transcript and cover letter which describes qualifications in the second of the community College. Contral Ferzonnel Office, P. O. Box 257. Clems Campus, Glenns, Virginia 23149. ERG/AA, M/F/D. Résumés will not substitute for a fully completed state application.

Teacher Education: Assistant/Associate Professor, Weber State University. Seeting application for a fully completed state application, its and the common device of the common development, experience in computer applications, public education has a full professor, Weber State University. Seeting application for a fully completed state application, individual will teach undergradual as a stantagular device assistance of the common device assistance of the common device as a stem minimodic and common device as a stem minimodic assistance as a temperation, and associate with local school device. Decirotate required, approprise as of specialization, three years K.12 common device as of speciality, and substitute. Decirotate required approprise as of speciality, indication, three years K.12 common device as of speciality, and substitute. Device of speciality and profession, flexible and profession, flexibl 

Theatre: The Department of Drams, The University of Georgia, seeks an acting

## LARROCHE

## President

the Board of Trustees is extending the process in the search for a new heident of La Roche College, an Innovative college located on a 100-set campus in a northern subjust of Pitrsburgh. La Roche College is a set campus in a northern subjust of Pitrsburgh. La Roche College is a property of the Province in 1963, in programs that combine professional preparation and their learning. La Roche College currently serves more than 1800 fultiment and part-time undergraduate and graduate students. It offers 26 undergraduate programs in the divisions of Administration and Management Graphics, Design and Communications; Humanities; Natural and Mahematical Sciences; Nursing; and Social Sciences. Master's degrees Mahagement, Nursing, and Health Sciences. The College maintains a close relationship with the sponsoring Congegation of the Sisters of Divine Providence.

Congregation of the Sisters of Divinity involuting.

The Board welcomes candidates with strong leadership skills, including splitche familiarly with and demonstrated experience in administration and teaching. Educational and intellectual attainment at the level of a splitch terminal degree or its equivalent is desired. The new President must be compatible with the Catholic traditions and values of the College. haddion, the President of La Roche College should possess the follow-

efrituslistic acceptance of a college mission which integrates profes-A management style that is decisive, and an ability to achieve objec-

 Uffective Interpersonal skills. • Knowledge of and experience with participatory governance struc-

sWillingness and ability to plan realistically and to acquire the resources needed to achieve the goals of the College. Passonal warmth and communication skills to relate well to faculty and students and to enhance the image and reputation of the College in its

Chilenges for the next decade include recruiting, motivating, and main-using quality faculty and staff, accomplishing major fund-ratsing goals, and managing resources within the context of the strategic plan of the Colege. The starting date is flexible, after August 1, 1992.

dominations and applications should be sent to: Richard G. Kotarba, Chair Presidential Search Committ La Roche College 9000 Babcock Blvd.

Pittsburgh, PA 15237 Applications should include a current résumé and a thoughtful letter dis-cusing the candidate's qualifications in terms of the criteria stated above. Applications will be reviewed commencing on April 3, 1992. Candidates whose applications are received after that date cannot be promised full

## PRESIDENT

## University of Massachusetts

The Board of Trustees of the University of Massachusetts and its Presidential Search Committee seek a President to lead the new five-tempus University system. The Presidential Search Committee will conduct a netional search and invites nominations of and expressions of interest by distinguished individuals who are capable of providing effective leadership for the University.

The Massachusetts Logislature and the Governor have recently endosed a blueprint for building the University into a lirst rank public wheelity. Based on the recommendations of a blue-ribbon commission chaired by David Saxon, President Emeritus of the University of California, the University is now governed by a single Board of Trustess having increased authority for managing its affairs.

The President is the chief executive officer of the University and is

The President is the chief executive officer of the University and is based in Boston. The University's four campuses and Medical Center, each led by a Chancellor, are located at Amherst, Boston, Dartmouth, Lowell and Worcester. The system's budget is nearly one billion dollars and the five campuses enroll approximately 55,000 students.

The 22-marks are applied to the composed of Tusting the Composed of Tustin The 22-mamber Presidential Search Committee is composed of Trustees and distinguished citizens, including four current college and unbersity presidents from outside the system. Nominations and letters of interest should be sent to:

Daniel A. Taylor, Esquire
Trustee and Chair of the Search Committee
University of Massachusetts
One International Place Persity of Massachusett One International Place 3rd Floor Boston, MA 02110 617-330-8945 Fax: 617-330-8656

The names of nominees and prospective candidates will be treated in a confidential manner. The committee plans to present its report to its Board of Trustees by the summer of 1992.

The University of Massachusetts is an Aftermative Action

backs with a specialty in voice, or voice and anne. MFA, with AEA or SAG membroided or Ph. D. Teach is appecialty and in creating the specialty and in creating the special of the special s Georgia 30602. Deadline, April 1, 1992.

Theatre: Teacher/Designer/Technical Directur. University of Portland, Oregon, an independently soverned Catholic University with both undergraduate and graduate degrees to drama, seeks an experienced accinchighting designer to build and/or supervise 4 snajor productions in the Department of Performing and Fine Arts. Must leach design courses, theatre history, and must learn teach introduction to Fine Arts. Candidates should have completed Ph.D. though strong ABD or MFA applicants will be considered. Rask: Assistant or Autociats, tenure track according to qualifications. Send vitae, 3 letters of reference, trumcripts and photographic porfotio to: Roger O. Dayle, Chair. Department of Performing and Fine Arts. University of Portland, Oregon 97203. Applications will be received through May 1, 1992. heate: The Department of Drama, The Inferrity of Georgia, seeks an acting tasks with research interest in women in keeps, Backeround in dance or acting for some body, and the search interest in women in the search in the searc



Colorado College invites nominations and applications for the posi-tion of President of the College with duties commencing in 1993. Colorado College, founded in 1874, is a private coeducational liberal arts college, primarity residential in character, tocated in Colorado Springs, Colorado.

The College seeks a broadly-educated person, a leader with integrity and imagination, and a skillful administrator to preserve and to build on the achievements of recent years.

The applicant should have

the vision to lead the College toward greater distinction and recognition as a national liberal arts college.
 a profound commitment to the traditions of liberal learning and the ability to foster innovation while maintaining the reserve of institutional wisdom.

tional wisdom. • intellectual distinction and strong credentials in teaching and schol-

arship.

• an understanding of The Colorado College Plan, how it shapes the education that the College offers, and a dedication to interdisciplin-

education that the College ofters, and a dedication to interdisciplinary and extracurricular learning.

• the capacity to attain the confidence of and to work harmoniously with the various constituencies of the College.

• the ability to advence the best interests of the College as they relate to the national economic environment.

• a demonstrated strength in fundraising and financial management; the willingness to confinue careful strategic planning and to prepare for the next capital campaign.

for the next capital campaign.

a commitment to embrace, promote, and achieve increased diversity in all facets of College life.

For information regarding application, write: Jane Cauvel, Administrator Presidential Screening Committee The Colorado Collega 14 East Cache La Poudre Street Colorado Springs, CO 80803

Colorado College la an Equal Opportunity Employer and Invites applications from women, ethnic minority candidates, and individuals who can address the concerns and perspectives of women and minor-

## **PRESIDENT**

## **Amarillo College** AMARILLO, TEXAS

The Board of Regents of Amerilio College invites nominations and applications for the position of president (the chief executive officer). Amerilio College is a public, comprehensive community college serving an area with a population of 180,000 persons. In 1998-91 the College served 9,481 students in degree ourses and another 18,812 students in traite-related short courses and community service courses with a full-time faculty of 181, a part-time faculty of 697, a support staff of 239, and a budget of \$24,472,043. The College has a long history (1920) of high quality in all areas with great pride in its carned reputation for academic excellence.

The College seeks a dynamic, ambitious, and onlinesizatic educational leader with integrity and vision.

An earned declosely preferred from an accredited institution.

At least litree years of provon administrative experience in fiscal manageme long-range planning, and resource development.

An understanding of and commitment to the teaching/learning process.

APPLICATION PROCEDURE

A letter of suplication relating the candidate's background with personal examples which demonstrate the applicant's qualifications, experience, and accomples which demonstrate the applicant's qualifications, experience, and accomples which demonstrate the applicant's possible properties.

pitchments.

2. A current resume to include home and office telephone numbers.

3. Three current references with telephone numbers. This moterial should be cantled to the following person:

Mrs. LeVon Noiss Amarillo Collega Presidential Search Comenties P. O. Box 447 Amerillo, 7X 79178 Telaphone: 806/371-5124 Applications should be postmarked no later than April 15, 1992. The preferred date for successful applicant to assume the position is August 1, 1992, but no later than August 24, 1992.

Amarillo College is an affirmative action, equal apportunity employee.

Ukrainian Studies: One-year poat-doctoral fellowiship for 1992-93 in modern Ukrainian studies at the University of Illinois at Urbana-Champaiga. Ph. D., U.S. cinzenship or permanent residancy required. Women and members of minorities ancourased to apply. 325,000 silpend. To apply, send teleptoral research proposal, curriculum whee, and there letters of reference for Professor Indian P. Konnier, Ukrainian Studies Post-Doctoral Pellowship, 104 International Studies Building, University of Illinois Studies at Urbana-Champaign, 104 S. Fish Street, Champaign, 105 S. Fish Street, Champaign, 111,001s 61820, Deadline for applications is May 11, 1992.

cations: MFA in technical theatre of Brawith five years' professional professional or lenure-leach faculty. Rank: positional or lenure-leach faculty. Rank: professional profession or academic professional professi

bana-Champaign. Ph.D., U.S. citizenship or permanent resideacy required. Women or permanent resideacy required. Women and members of mineralies encouraged to apply 325,000 sipeed. To apply, seed leter research proposal, curriculum vise, ier, research proposal, curriculum vise, and three letters of reference in Professor and three letters of reference Coordinator, PBS Adult Letraling Service. We are seeking and letters of reference Coordinator, PBS Adult Letraling Service. We are seeking a well-organized individual to assist in all aspects of video-organized individual to assist in all as

## YCCD CHANCELLOR

#### Yosemite Community College District Modesto, Cálifornia

The Ikard of Trustees of howerate Community College District invites applications and nominations for the position of Chancellor. The Chancellor is the their executive officer and reports to an eight member board of Trustees which includes one non-voting student trustee.

#### SELECTED QUALIFICATIONS

EDUCATION AND BACKGROUND

A master's degree is required. A dictorate degree is professed. Leading candidates will have section leadership experience in progressively responsible positions in higher education, preferably in community college education.

CANDIDATE PROFILE

• Understanding of the added compleasties of a multi-campus district that includes two colleges of different environments and needs

• Knowledge of and commitment to the massion of community offeres and to rightling the complex, disease rule of leading and manighing a District flux includes traditional and nontraditional education programs

• Visionary and future-intented educational leader, able to understand new and emerging needs of communities and to desclop programs and resources to much those needs

• A consequent leader who will create an executive. management leader who will create an environment in which calculated risk taking months and

is encouraged.

• Politically sature and able to effectively bring the needs of the District to the attention of the State Chancellor's Office, state and federal legislators, local government ices and cummunity leaders tinuc to lead the District in building internal and external consensus and bridges

Continue to lead the Dance in cultury, increast and electric classes and account to by a strong devergent groups within the cummunity.
 Committed to shared governance which includes staff, increases and account of the Coppen minuted decision-maker who laters and consistently applies farrows and integrity to all decisions.
 Demonstrates confidence and self-assurance.
 Inspires trust and loyally and a trusting of others.
 Respects and appreciates all students and staff regardless of their position in the District.

District

Understands the planning process and the need to involve all college constituencies.

Communicates well with both internal and external constituencies.

Exhibits expertise in funding, financial and budgetary management.

Committed to collaborative, collective brigatining in the academic setting.

Works effectively with the Board of Trustees.

Advacacy of excellence in traching and learning, and a demanstrated commitment to educational innovation.

PERSONAL CHARACTERISTICS Integrity
 Open, trusting, imaginative and collegial
 Stamina and enthusiasm for hard work APPLICATION PROCESS

A letter of application that responds to the selected qualifications as listed in this announcement and includes your leadership and educational philosophies

A current résumé.
 Three current letters of reference.
 The names, addresses, and telephone numbers of so, to eight references to include representation from supervisors (current or former), subordanates, faculty members and colleagues. (The three letters of reference may be among the six to eight names.)

Nominations and applications will be received until the position is filled liceause the Chancelor Search Cummittee will begin screening candidates in early May, 1992, applications should be submitted prior to that date.

ations, applications and expressions of interest should be submitted to:
Dr. John D. Randali, Chair,
Chancellor Sourch Committee
P. O. Box 4065, Modesto, CA 93152

The applications will be reviewed by the Chancellor Search Committee representing the constituencies of the District. The Committee will select candidates to be interviewed After the interviews, the committee will recommend finalists to the Board of Trustees. The Board of Trustees will interview the finalists and make a selection in June 1992. The Yosemite Community College District is strongly committed to achieving starf diversity through affirmative action. The District encourages applications for employment from wocten, minorities, disabled individuals and Vietnam era veterans. For more Information, contact: Ms. Delores Adair, Yosemite Community College Datrict, P. O. Box 4065, Modesto, California 95352; (209) 575-6508.

## PRESIDENT

## **New Brunswick** Theological Seminary

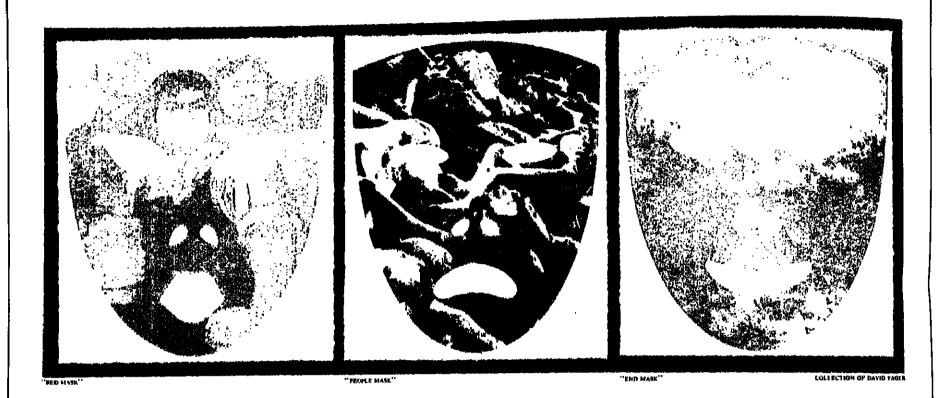
The trustees of NBTS Invite nominations and applications for the position of President. Pounded in 1784, NBTS is an institution of the Reformed Church in America and is located in the midst of Rutgers University, 55 miles from New York City. Its mutit-ethnic, ecumenical student body of about 180 students are prepared in day and evening classes on campuses at New Brunswick and at St. John's University in Queens, NY. The M.Div., M.A. in Theology, and Th.M. in Pastoral Care degrees are granted. Nominations and applications, including a complete vita and letter of interest, shall be autimitted no later than June 1, 1992 to: The Rev. Charles Morris, Chair, Presidential Search Committee, NBTS, 17 Seminary Place, New Brunswick, NJ 08901-1196.

opportunity employer.

Wildlife/fisherles: Professor and Head, Department of Wildlife and Fisherles Scionces. Texas A&M University. Texas A&M University seeks an accomplished scientifie-durator to teach this diverse department of 60 faculty and staff, 180 andults students, and 470 undergraduate majors. The department's programs focus on ecology and management of wildlife and fisheries resources, aquisculture, bindiversity and systematics, and human timensions of wildlife and fisheries resources, aquisculture, bindiversity and systematics, and human timensions of wildlife and fisheries use. Responsibilities of the Head include intellectual and philosophical leadership to maintain and strengthen the department's national and international preeminence in wildlife

and flaheries sciences; menagement and coordination of departmental resources; and, service as principal linison between the department and external entities. Additionally, the Department Head is responsible for administrative leadership of statewide wildlife, fisheries, and aquaculture programs of the Texas Agricultural Experiment Station and of the Texas Agricultural Extension Service. Qualifications include an earned Ph.D. in ecology, coology, or other discipline central to wildlife and fisheries selences; a record of onistending acholarly achievement is a university environment; and demonstrated expability for feadership of an integrated research/education program. Prior administrative experience, and involvement in the Land-Grant Cologe system, are desirable. Send application program experiments and emplication of the experience of the exper

## **End Paper**



## Images of Failure, Ciphers of Oppression

N 1983, the artist Vito Acconci designed three masks on which various historical images were superimposed. "End Mask," a bluetinted, grinning face, represents a mushroom cloud, a view of a nuclear explosion seen from above. A frowning, black and white "People Mask" shows us victims of Nazi atrocities. And "Red Mask," its mouth agape, sports a detail of a Communist Chinese propaganda poster of three angry youths. Each of these works, if actually worn, would reconstruct the meaning and appearance of the human face, the means by which the self, at least on the surface, is first presented to other people. And Acconci's gesture is loaded, for his masks project images of failure, ciphers of postindustrial exhaustion, oppression, and tragedy of the past half-century.

To wear such a mask is on one level to conform to the kind of anonymity most prized by our conformist society. But the imagery of these masks, while of anonymous subjects, marks the wearer in a way that can only be read as ideological. They reform the means by which one presents oneself to the world-through history itself. In a projection of the self that is eminently fragile and at risk, these masks reject the mythologies of safety and centeredness advanced by the keepers of postindustrial culture. Through their visual recollection of our ruined past, they become allegories of our desolate present.

"Environmental Terror," an exhibition featuring 10 contemporary American artists whose works address environmental issues, such as urban ecology, homelessness, and neighborhood gentrification, will be at the Stephanie Ann Roper Gallery at Frostburg State University, Frostburg. Md., from March 27 through April 15. It will then travel to the 1708 East Main Street Gallery in Richmond, Va. (May 1-30).

The exhibition, which originated at the Fine Arts Gallery at the University of Maryland-Baltimore County, is curated by David Yager, director of the gallery. The text above is by Maurice Berger, a cultural historian and art critic, and is excerpted from the exhibition catalogue. Copyright 1992, the Fine Arts Gallery, University of Maryland-Baltimore County.

## Ways & Means

Pennsylvania's Gov. Robert Casey has turned up the heat on the four universities that receive operating funds from the state but oppose making their financial records public.

The Governor, a Democrat, has sent letters to the presidents of Lincoln, Pennsylvania State, and Temple Universities and the University of Pittsburgh, urging them to support a financialdisclosure bill that has passed the state House of Representatives but is stalled in the Senate.

Mr. Casey reminded the presidents of the money the estitutions get from the state (\$250million to Penn State, \$135-million to Pittsburgh, \$138-million to Temple, and \$10-million to Lincoln). He continued: "The students and their parents, who pay the tuition dollars, have a right to know how their money is being spent."

Governor Casey also wrote to the chairman of the Senate Education Committee, James J. Rhoades, wging him to take action on the bill. Senator Rhoades said he preferred a bill that his committee is drafting, which would respect the "private" status of the institutions and still provide "fiscal accountability."

The committee's bill would require institutions to disclose the salaries of their 15 highest-ranking administrators, and provide มformation about university spending for such things as contracts and faculty salaries. Mr. Rhoades said his alternative should satisfy those who had criticized the generous retirement package awarded to the former Pittsburgh president, Wesley W. Posvar. Senator Rhoades, however, said he had not yet decided when he would bring his alternative bill to a vote.

Fresh from his state's winning a hotly sought United Airlines maintenance facility, Indiana's Gov. Evan Bayh has announced plans to spend about \$6-million over the next three years to expand college and technical-training programs in aviation mechanics.

The programs, including new associate-degree offerings in aviation administration and bacculaureatedegree programs in aeronautical echnology, will be provided by incennes and Purdue Universities he state also will build a new Aviation Technology Center.

United Airlines bypassed offers Oklahoma City in November when t chose Indianapolis International Airport as the site for its new \$800million maintenance facility. The facility is expected to provide more than 6,300 skilled jobs. Indiana and ocal governments offered nearly \$300-million in cash and tax incentives to attract the company.

Governor Bayh, a Democrat, said the new college programs should send a clear signal to business and adustry that Indiana will do what it takes to increase the skills, productivity, and competitiveness of loosier workers,"

## **Government & Politics**



Linda C. Waddell of Lane Community College: The application-processing companies' service is superior to the Education Department's.

Edmond Vigoul of the U. of Oregon: The free application comes with all the data he needs from the federal government.

## A Debate Over Proposals to Drop Student-Aid Fees

Help for needy students or recipe for 'chaos'?

By THOMAS J. DeLOUGHRY

Lawmakers, companies that process applications for student aid, and campus officials are engulfed in a heated debate over proposals that would free many students from having to pay to apply for federal

Many lawmakers are frustrated by the failure of their efforts to enable more students to apply for aid without having to pay fees of \$6.75 or more, which they believe discourage needy students from attending

college. They have reacted by inserting proposals into bills to reauthorize the Higher Education Act that they say would help millions more students avoid

The College Board, which processes 40 per cent of all aid forms, contended in a letter to college presidents that the proposals would "jeopardize the delivery of student financial aid" and lead to chaos for students and parents. Supporters of the



changes charged that the College Board was exaggerating the impact.

The American College Testing Program, the next-largest processor, although quieter in its public statements, also strongly Continued on Following Page

# Campaign to Guarantee Pell Grants to All Who Qualify Ends in Defeat

WASHINGTON A campaign to persuade Congress to guarantee Pell Grants to all who qualify

ended in defeat last week. At the same time, proponents of a direct

student-loan program saw their vision scaled back. House Democrats and Republicans

working on legislation to reauthorize the Higher Education Act dropped the Pell Grant "entitlement" provision and agreed to a direct-loan pilot project. Their efforts were expected to enable the House to vote on the bill as early as this week.

Democrats on the House Education and

Labor Committee, led by Chairman William D. Ford of Michigan, approved a reauthorization bill in October. But it has become clear since then that they could not get enough votes in the full House to pass the mammoth bill.

## Opposition From Both Parties

Mr. Ford and the other Democratic sponsors of the bill were opposed by many in their own party who were worried about the costs of replacing the Stafford Student Loan program with a direct-loan system and of making the Pell Grant an entitlement. They also faced stiff opposition from

Republicans and a promised Presidential veto if the bill contained either provision. Lawmakers still faced one more hurdle

last week. Their compromise legislation was still \$1.2-billion above spending limits set in the 1990 budget agreement between Congress and the White House.

Mr. Ford appealed to his colleagues last week to waive the agreement and allow the bill to go to the House floor. But Democratic leaders led by Rep. Leon E. Panetta of California, who chairs the Budget Committee, balked at the idea.

They were leaning toward finding the Continued on Page A26



Result of Frustration

ne applying for are federal pro-

He acknowledges, though, that

the proposed reforms are also the

result of frustration over the failure

of past changes. A free federal

form developed in the 1970's has

not competed well with commer-

gally produced applications, ac-

counting for only 20 per cent of all

applications filed for the 1991-92

During the last reauthorization

in 1986, Congress required that ev-

my contractor begin its applica-

tions with a "simplified needs-

analysis" section that families

earning less than \$15,000 could use

to apply for federal aid without a

fre. Congress also required that

families at any income level seek-

ing only federal aid should be al-

lowed to complete a "federal

## Debate Flares Over Proposals to Drop Student-Aid Application Fees

opposes the approach of Congress. assistant vice-president for financial-aid services.

ACT and the College Board's College Scholarship Service are among four non-profit companies that have government contracts to distribute and process aid applications. The government pays them for processing the federal portion end the practice of collecting data of their applications, but the com- for federal, state, and institutional panies are allowed to charge fees to aid together, and would establish students for processing "supple- one free federal application. The mental" questions that many col- bill says that colleges or stateleges and state-scholarship agen- scholarship agencies that want cies use in doling out their aid. A more financial data from students total of 8 million applications are could require a second application filed each year-half of which are that charged reasonable fees. free to students.

Lawmakers contend that their proposed changes could free many more students seeking only federal a \$9.75 charge for css and \$6.75 for the income ceiling under which

apply for aid from more than one questions and return the applica-"Each of us thinks we have the college. Lawmakers concede that gospel and everyone else is the villain." says Mark Heffron, Act's continue to use applications with fees because their colleges want extra data to help them in distributing institutional aid.

#### Increase in Income Ceiling

The reauthorization bill that the House of Representatives could vote on as early as this week would

The legislation that the Senate has approved would maintain the single application and try to increase the number of free filers by aid from the fees, which begin with increasing to \$50,000 from \$15,000

Continued From Preceding Page ACT. The fees increase if students families may complete only a few tion without a fee.

The bill would also require companies seeking federal contracts to estimate the additional cost to a state-scholarship agency of adding a few questions to the application that could be used to determine eligibility for state aid.

Both bills would make students from very poor families automatically eligible for aid without having to complete a lengthy application. The bills would also require federal contractors to develop methods for allowing continuing students to update financial data each year without having to file new applications.

Lawrence E. Gladieaux, executive director of the College Board's Washington office, argues that the House proposal for a single federal form could trigger a proliferation of supplemental forms for state and institutional aid. The sheer number of forms would confuse students, he says, and the applications would

SENATE: Approved

March 18, 1992

H Rep 102-240

SENATE: Approve

by committee March 11, 1992

October 16, 1991

Mr. Gladicaux and Mr. Heffron at ACT note that both their companies have little-publicized programs that allow low-income stu-

Officials at the College Board

## 30% of College Board's Budget

Supporters of the Congressional proposals say the College Board and ACT are opposing reforms because they threaten the future of the student fees, a rich source of revenue. Most of the \$50-million that the College Board received for application processing in 1989-90which was 30 per cent of the organization's budget-came from student fees. Mr. Heffron of ACT estimates that application processing accounts for \$15-million of that

Two smaller processing companies—the Pennsylvania Higher Education Assistance Agency and United Student Aid Funds-do not supplement their government pay-

## **Government & Politics**

free applications while maintaining a single form for federal, state, and institutional aid.

The debate has spread beyond Washington to campuses, where many student-aid officers are worried about the proposed changes and are reconsidering whether students should be charged fees to submit applications.

"In some ways, it's a phony issue." Steven E. Brooks, associate director of financial aid at Wake Forest University, says of the fees. 'It's the price of a pizza."

He and others argue that many aid applicants are from families earning \$60,000 or more and can afford the fees. They note that the federal government assesses heavier fees on the truly needy by charg. ing an "origination fee" of 5 per cent on every Stafford Student Loan and by allowing loan-guarantee agencies to deduct an additional 3 per cent as an insurance fee.

#### **Barrier for Some Students**

But George Chin, director of financial aid for the City University of New York, says the application fee is a barrier to college for lowincome students. "When it comes down to whether you have \$10 to mail a form out, or \$10 to put food on the table, I think food usually wins out," he says.

James B. Appleberry, president of the American Association of State Colleges and Universities, has told lawmakers that the curren system has "the perverse effect" of having low-income students at low-cost colleges subsidize the applications of wealthier students at higher-cost institutions. That occurs, he says, because students at the higher-cost colleges that award institutional aid are the ones who need to complete the non-federal questions for which the fees are charged.

Regardless of their opinion about the fees, few aid officers support the House plan to have one federal application and separate ones for state or institutional aid.

But Thomas R. Wolanin, staffdirector of the House Subcommittee on Postsecondary Education, says having a federal application and a non-federal application in some type of student-aid packet should not be confusing. He likens it to having separate forms for federal and state income taxes.

Mr. Wolanin says lawmakers

#### sant to build public support for vides to colleges when students file can affect the amount of an applisudent-aid programs by making the free form is inferior to what the sudents realize that the Pell two companies provide. Grants and Stafford loans that they

"They're not equal products." gams. "We'd really like to have the federal system stand on its own and be clearly identifiable," he Ms. Waddell and some other aid

officers say that some of the supolemental questions that follow the colleges help them to administer penses like child-care costs that

cant's federal aid.

public institutions that use free ap- ice." he says, says Linda C. Waddell, director of plications disagree. They say their student aid at Lane Community ability to administer federal and College. "They're not even com-state aid properly has not been di-

#### Free Application in Oregon

federal core and the comprehen- nancial aid at the University of Orsive reports that CSS provides to egon, says the eight public colleges with the system that they're used in his state have been using a free to, and it's difficult to look at other federal funds responsibly. They application from United Student say the extra data and the reports Aid Funds for two years and have help them find out about students' not had problems. He says his uni- and AC1 have reacted to the critiveterans' benefits, increase their versity receives computer tapes cism of student fees by explaining chances of entching students who from the federal government that that some of the revenue is used to may by lying about their resources, contain all the data on aid appli-distribute literature about financial

Other aid officers at the several from the College Scholarship Serv-

James R. Craig, director of financial aid at Montana State Unithey have not kept up to date with Edmond Vigoul, director of fi- improvements that have been made. "People get comfortable

ways of doing it." he says. Officials at the College Board and help identify extraordinary ex- cants that he needs to award aid. aid, and to subsidize training ses-"It certainly meets, and in many sions for aid officers and high-

cases surpasses, the quality and school counselors. Critics, howevlevel of service we were receiving er, say that needy students should not be supporting professional training for university employees.

"It's a shame that financial-aid offices don't have the kind of reveversity, says many aid administra- nue commitments from their institors underestimate the quality of - tutions that they should," says Sathe government's services because that Flanagan, a staff member on the Senate education subcommittee. "But I don't think that can be solved by asking poor kids to pay

> Board says that the company needs to re-examine whether the fees "For a quarter century plus, those things were built in," he says. "That's part of the transition that's going to have to take place and will be forced in coming years."

## **Status of Federal Legislation**

As of 6 p.m. Merch 19, 1992. Bold type indicates changes since March 5, 1992. LEGISLATION HOUSE: Approved BOTH BILLS: Would change federal copyright law to make it easier for scholars to March 12, 1992 SENATE: Passed S Rep 102-141

Education research SENATE BILL: Would result to the Education Department's Office of Educational Research and Improvement. Would create new programs to disseminate
the results of research appropriate by the office. Would create new programs for BOTH BILLS: Would siter the Job Training Partnership Act by providing more money for education and job training for people who are the most disadvantaged. Would link job-training programs supported under the act to state and jederal efforts to reform the welfare system.

Job training HR 3033, \$ 2055

BOTH BILLS: Would required the National Institutes of Health. Would lift a ban HOUSE: Passed Imposed by the Administration on federal support for research involving the Imposed by the Administration on federal support for research involving the July 25, 1991 transplantation of fetal tissue, Would authorize additional spending on health H Rep 102-136 problems affecting woman. Would codify a requirement that clinical trief using SENATE: Approved

NIH funds include women as subjects unless researchers can present compel-ling scientific reasons for excluding them. HOUSE BILL! Would place new limits on the money universities could receive for the overhead socia associated with federal research.

HOUSE BILL: Would amend the 1988 law that authorized the Netional Science Foundation for five years by raising the foundation's budget celling for fiscal July 11, 1991 1992 to the President's recommended level of \$2.721-billion. The amendments would else allow up to \$40-million to continue the program to regovate research fecilities and up to \$33.5-million to start a new program for research equip. SENATE BILL: Would make it a federal crime to vandelize facilities used for SENATE. Passed

research on animals or to remove animals from such facilities.

HOUSE BILL: Would authorize new programs at the National Science Fou which could receive up to \$35-million annually to provide grants to community colleges for science and technical aducation. HOUSE BILL: Would reauthorize the Higher Education Act for five years. Would . HOUSE: Approved replace Stafford Student Loans, which are provided by banks and subsidized by the government; with a direct lean program in which students would borrow October 23, 199 government (unds from colleges. Would establish new maximum size for Pell, H Rep 102-447 Grants, in 1994-95, of \$2,750 plus one quarter of tuition up to \$1,750. Would SENATE: Passed

exclude the equity a family dwns in a home, farm, or business from calculations February 21, 1992 of wealth used to determine aid eligibility. SENATE BILL: Would reputhorize the Higher Education Act for seven years. Would maintain Stafford Student Loans, with Joan limits of \$3,000 a year for freshme and \$3,500 a year for sophorhores, \$5,500 for either undergraduates, and \$9,000 for graduate students. Would establish a new maximum size for Pell Grants, of \$2,300 plus one-quarter of tuition up to \$1,300 in 1993-94. For families with annual incomes of less than \$50,000, would exclude the equity a family owns in a home or farm from calculations of westiti used to determine sid

HR 4210

BOTH BILLS: Would extend a tax deduction for employees on educational benefits. In conference provided by employers. Would restore tax benefits; lost in the tex-reform legislestion of 1986, on making gifts of appropriated property. Would provide a tax credit: for interest on student loans.

for interest on student wans.

SENATE BILL: Would create Salf-Reliance Loans of up to \$5,000 a year for undergraduates and up to \$15,000 a year for graduate students beginning with the 1993-94 academic year. The borrowers would pay 3, 5, or 7 per cent of their adjusted gross. Income to the Internal Revenue Service until their debts were paid. Would lift a limit of \$100-million on the value of tay-exempt bonds that can be issued by private colleges.

government would not have the leverage that it currently uses to demand simplicity. The current system of applying

"When it comes down

to whether you have \$10 to mall a form out, or

\$10 to put food on the table. I think food

usually wins out."

for all kinds of aid on one application, Mr. Gladieaux says, has been "a vehicle for achieving greater simplicity and for streamlining the

dents to have fees waived or paid for by their colleges.

and other application-processing companies have fewer concerns about the Senate plan, although some say they have doubts about the requirement for adding staterelated questions to the federal portion of the application.

company's \$67-million budget.

ments with student fees.

Those calling for change say the debate that the reauthorization bills have sparked will lead ultimately to a compromise that will allow many more students to file

## WASHINGTON ALMANAC

## CONGRESSIONAL HEARINGS

Since changes frequently occur with little advance notice, it is advisable to check with committees on or near

## HOUSE OF REPRESENTATIVES

College athletics. April 9. Hearing o der equity in college sports. Con lact: House Energy and Com mittee on Commerce, Consumer Protection, and Competitive-ness; (202) 226-3160.

Page Institute. March 25. Hearing or

abili to amend the U.S. Institute of Peace Act, including the establishment of the Spark M. Matsunuga Scholarship Program, which would provide grants to undergraduates to study international peace issues and conflict means. conflict management. Contact: House Education and Labor Subcommittee on Labor-Management Rela-

aring on the quality of undergradu-

ate education. Contact: House Science, Space, and Technology Sub-committee on Science; (202) 225-1060.

## SENATE

Research. March 26. Hearing on government-financed research at universities. Contact: Senate Armed Services Subcommittee on Defense Industry and Technology (202) 224-8638.
Tephnology polloy. March 26. Hearing on national technology policy. Contact: Senate Commerce, Science, and Transportation Committee: (202) 224reh. March 26. Hei

#### IN FEDERAL AGENCIES

Library financing. The Education Department has issued final rules implementing amendments to the Library Services and Construction Act. The rules set guidelines for the State Administered Program, which provides financing for public and some specialized libraries. (Federal Realister, March 17, Pages 9,350-71.)

## "People get comfortable with the system

that they're used to,

and it's difficult

to look at other ways of

core" of questions without having

Congress's Advisory Committee on Student Financial Assistance Reports, however, that 99 per cent of students filling cass forms for 1991-92 and 86 per cent of those hing act forms paid a fee. Some awmakers and Congressional aides contend that the companies have made it difficult for applicants for federal aid to identify the point at which they can stop and avoid

Css and ACT deny that they have misled students and point out that the Education Department approved the structure of their appli-

The Education Department has stepped in at least once to protect students from having to pay fees. Last year it asked the College Board to stop writing letters to studenis who completed only the core questions and did not pay a fee. The letters suggested that the studeals talk to their aid officer about whether they should finish the form and pay the fee.

Gladieaux of the College Board says the company has stopped the practice, but he defends it as well intentioned. He and several aid officers say the letters were sent to make sure that students who might be eligible for insitutional aid would not be excluded from consideration.

Many student-aid officers say Congressional aides and lawmakers should not be frustrated by their failure to get more students to fle free applications. Those administrators say the free federal core cannot compete with the CSS or ACT applications because the service the Education Department pro-



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The campus jobs that most students get through the College Work-Study program have little relation to their studies, a new report concludes.

The General Accounting Office. Congress's investigative arm, reports that nearly 95 per cent of work-study funds in the 1989-90 academic year went to recipients who worked on their campuses.

The report says students who worked for non-profit organizations off their campuses received 5 per cent of the funds and those with for-profit employers received 0.1 per cent.

Under the program, the federal government provides 70 per cent of the funds for jobs at non-profit organizations and half of the wages for jobs at for-profit com-

GAO used federal data to determine how the funds were spent, but surveyed officials at 20 large tent to which students' jobs were related to their studies. The report says that 14 of the 20 institutions reported that at least half of were clerical or low-skill posi-

ported that the proportion of the on-campus positions related to the students' studies varied from 10 to 75 per cent with a median of 40 per cent. The median proportion of jobs off the campus that were related to students' work was 75 per cent.

Single copies of the report. 'Student Financial Aid: Characteristics of Jobs Provided

WASHINGTON UPDATE

■ Work-study jobs are said to have little relation to academics

Clash erupts over management of education-research office

■ Report asserts the government has trouble filling science posts

■ Congress may seek further cut in overhead-reimbursement rate

ing Office, P.O. Box 6015, Gaithersburg, Md. 20877. --- TROMAS J. Di LOUGHRY

The chairman of a House of Representatives subcommittee and an Assistant Secretary of Education clashed last week over a provision in a reauthorization bill that would create an oversight board for the Of- the National Science Foundation fice of Educational Research

and Improvement. Diane S. Ravitch, Assistant Secretary for educational re- research grants. -- JACK GOODMAN search and improvement, took isuniversities to determine the ex- sue with a part of the bill that would create a 20-member oversight board with authority to develop long-term research priorities, establish quality standards, their on-campus work-study jobs and approve all contract solicitations over \$500,000.

She said such a board would be The report says the colleges re- far too large to be effective, would lead to a confusion of responsibilities with the executive office of the OERI, and would represent "a clear conflict of interest" since board members would committee under the National be from organizations that re- Academy of Sciences, the Naceived money from OERI. "I think tional Academy of Engineering, this is a disastrous thing to do to a federal agency," she said.

Rep. Major R. Owens, the Through the College Work-Study Select Education, said that the policy for science and technology Program," are available free board's "purpose will be to seek from the U.S. General Account- constructive consensus" and that Presidential appointments.

the various interests of its members will provide a system of "checks and balances." He defended its presence as necessary to provide some continuity for educational research in an office that has been subject to frequent leadership turnover.

Mr. Owens also said the board would give our a decision-making structure similar to those of and the National Institutes of Health, both of which have boards or councils that approve

The federal government is having trouble attracting the most-qualified people to fill key science and technology jobs, partly because of laws that limit the kind of work federal officials can do after they leave government service.

That's the conclusion of a new report from a panel appointed by the Committee on Science, Engineering, and Public Policy, a joint and the Institute of Medicine.

The group examined 78 federal jobs, other than Cabinet posts, chairman of the Subcommittee on that involve managing or setting programs and that are filled by

ernment could save about \$300. million either by more cuts in military spending or by new limits on the overhead costs of university rescarch.

The committee agreed tentatively to include that assumption in its report explaining its budget blueprint for fiscal 1993. But after some members of the committee objected, it was dropped before the plan was approved by the full House this month.

Still, university representatives are worried that the idea may surface again. An even larger cut in overhead spending was included among options to reduce the deficit in a recent report from the Congressional Budget Office. The budget committee based its original proposal for a possible cut in overhead rates on that re-

The report noted the new limits the government has already estublished on the rate that universities can charge for the administrative portion of overhead costs.

The report added that Congress could establish an even lower maximum for administrative costs and add a new limit on the rate universities can charge for facility costs. Those two changes would save the government about \$730-million in fiscal 1993, the report estimated.

The report stated that opposi----COLLEEN CORDES tion to such cuts "stems from the need to maintain a healthy uni-Congress may seek addiversity environment." If univertional cuts in federal paysities do not receive the full costs ments to universities for the of conducting research, "slow overhead costs of research as a decay" could be the result, it way of saving scarce dollars said. The report added: "Leaving the rates uncapped only provides Most recently, the House incentives to increase overhead at federal expense, resulting in more R&D spending with less acspending, assumed that the gov- tual R&D."

> subsidized because the govern ment would not pay the interest

<sup>slature</sup> in 1991.

selected programs.

-MARY CRYSTAL CAGE

tion has cut sharply the number of partial fuition waivers it will STATE NOTES

■ Faculty unions vote 'no confidence' in Mass. education chief

■ Nebraska aims to reduce duplication at its public colleges

■ Idaho's colleges to limit the number of out-of-state students

Higher education seeks gains from Tennessee tax increase

gram operated by the Western

Interstate Commission for

Higher Education.

dergraduate Exchange, a pro-

Under that four-year-old agree- to Idaho's state institutions under

ment, 12 Western states permit—the program, or 492 fewer than are

non-resident students to attend currently enrolled, and to direct

state institutions at a reduced tu- that restrictions be placed on en-

the in-state tuition rate. At the Uni-programs. The decision will not af-

resident rate.

The Idaho board voted to limit to

600 the number of students coming

Angry over budget cuts and what they call a void in leaderhip, faculty unions at public colleges in Massachusetts are passing votes of "no confidence" in the Secretary of Edu-

wemment & Politics

cation, Piedad Robertson. The goal is "to call the public's is being gutted," says David Lenon, president of the faculty union athe University of Massachusetts system. "It's fallen on the faculty's chaulders to defend these colleges. Nebody else is doing it."

The unions are bitter over Gov. William F. Weld's proposed budgd for 1992-93. Governor Weld, a Republican, and Ms. Robertson, in appointee, defend it, saying it would keep state support at current levels and not make cuts. The facdry members contend that is misleading, because Mr. Weld is merely allowing institutions to keep more of their tuition income, rather than providing state funds.

So far, unions at eight campuses have passed no-confidence resolutions. Union officials say they expetchapters at all 29 campuses to pass the resolution soon.

Mr. Robertson says the union wesignore the increased support for higher education she has helped to generate. She says the union ksders' real aim is to "obtain inmased funding for salary wages for their members."

Says Mr. Lenson in response: "It's not greedy to try to get a pay alse when you haven't had even a cost-of-living increase in four rears," —COLDIE BLUMENSTYK

Nebraska's Coordinating ommission for Postsecondary Education has adopted rules to duce unnecessary duplication of academic programs at the state's public colleges.

The action was the first major policy enacted by the commission. which was granted new powers in a eferendum in 1990 and by the leg-

Under the rules, the commission ill approve new programs only if hey are central to the mission of institution. Higher-education officials also must demonstrate a need for the programs and must laye adequate resources to sup

The commission will also consider whether a program is offered m a neighboring state that is a member of the Midwestern Higher Education Commission. The commission plans to develop reciprocily agreements so that students will be allowed to pay in-state tuition rates outside their home states for

feet students who are now en-

Board members said the decision had been prompted by the program's cost and by statistics showing that students from some states could attend Idaho colleges more cheaply than those in their home states, Paul Albright, a spokesman for wiche, said the commission states under the Western Un- versity of Idaho, that means they cision because states were always had no problem with the Idaho deexpected to determine their own level of participation in the pro--PETER MONAGHAN

Tennessee Gov. Ned Ray McWherter, a Democrat, has ition rate. Students pay 11/2 times rollments in crowded academic generate nearly \$300-million in cause of enrollment increases. new state revenues. Although

more than half of the new money is earmarked for public schools. higher-education officials are lobbying to get a substantial portion of the remainder.

About \$230-million will be generated by a half-cent increase in the state sales tax. An additional \$70million will come from raising business fees and by charging lawyers. accountants, and other providers of professional services a \$200 an-

The Tennessee Higher Education Commission is trying to persuade lawmakers to give colleges and universities about \$51-million in additional state support. Highereducation officials said that the adsigned a tax package that will ditional money was needed be-



Continued From Page A23 \$1,2-billion by keeping the 5-per-

cent origination fee on Stafford loans and extending it to Supplemental Loans for Students and Parent Loans for Undergraduate Stu-

Mr. Ford had proposed phasing out the fee over five years because he views it as an unfair tax on needy students. Students strongly agree and were lobbying last week against Mr. Panetta's proposal. Meanwhile, students and many

college officials were disappointed that lawmakers had to delete the entitlement provision for Pell Trants. They argued that requiring Congress to allocate enough money to make grants to all who qualified would allow students to anticipate the size of their grants because it would end the annual practice of adjusting the number and size of the grants to fit an appropriation.

Opponents argued that entitlement status would be too expensive and that increasing mandatory spending was unwise when the the participating colleges enrolled the higher interest rate that is budget deficit is expected to be more students each year. \$400-billion this year.

The entitlement idea is now dead on both sides of the Capitol, having been deleted from the Senate reauthorization bill before it was approved last month.

"I'm greatly disappointed," said who he said profess support for education, but do not want to pay for it. "I think they're talking in some ways out of both sides of their

Republicans Unhappy

Opposition to replacing the Stafford loan program with direct loans forced supporters of the idea to accept the pilot project. Under the compromise, the Secretary would select colleges to participate in the pilot project that in the previous of \$500-million.

Congressional aides said the The terms of the loans would be project could include as many as the same as they are in the three 400 colleges and trade schools, deguaranteed-loan programs. That

"It's so large that it's almost a phase-in," said Rep. E. Thomas divided over the direct-loan idea, are an attempt to extend loan eligi-He said he hoped lawmakers could lot project. amend the pilot project before the bill got to the floor.

Opponents say the entitlement would be too

expensive and that increasing mandatory

spending was unwise in the face of the deficit.

charged on PLUS loans.

College officials, who have been

Under the plan, students at par- Courtney O. McAnuff, assistant Robert L. Albright, president of ticipating institutions would no vice-president for marketing and Johnson C. Smith University. He longer receive Stafford loans, sup-student affairs at Eastern Michigan criticized members of Congress plemental loans, or parent loans. University. He had opposed a full-Government contractors would be scale program because of concerns about increasing the administrative

They concluded that the gov-

ernment is having an ever-harder

time recruiting and keeping well-

qualified individuals. The aver-

age time it took the Bush Admin-

istration to fill key jobs was nine

months-up from six months for

the Reagan Administration, ac-

The report noted that members

of the panel, all of whom are

former Presidential appointees.

knew of instances in which the

person finally nominated for a po-

sition was "the 10th, 20th, and

even the 30th name on a list of

port concluded, are conflict-of-

interest laws that limit which em-

ployers federal officials can work

for after they leave the govern-

ment. The report suggested that

the laws be revised to focus on

restricting improper conduct,

"rather than to ban employment

with particular employers per

Budget Committee, in the annual

blueprint it draws up for federal

The biggest problems, the re-

cording to the report.

desirable candidates."

this year.

burdens on colleges. 'Unsubsidized' Loans

If Democrats and Republicans reach final agreement to proceed with the pilot project, that would insure that some test of the directloan concept will be included in the final reauthorization bill that Rep- ford to increase the limits because resentatives and Senators must de- they had to pay for the direct-loan velop in a conference committee. project and the new unsubsidized year had a combined loan volume responsible for collecting the direct direct lending by attaching a pilot The Senate has shown support for project to tax legislation.

Ford and Mr. Coleman, the rank- \$5,500 for other undergraduate ing Republican on the House Subpending on the sizes of the institu- means that a needy student would committee on Postsecondary Edutions selected. Republicans were get the benefits of 8-per-cent inter- cation, would continue the Stafunhappy with the agreement be- est and in-college interest subsidies ford, supplemental, and parent cause they said the annual cost similar to those in the Stafford pro- loans for institutions not in the pilot would rise above \$500-million as gram, while a parent would receive project and create "unsubsidized" Stafford loans for middle-income students.

The unsubsidized Stafford loans were generally pleased with the pilot project

were generally pleased with the pibility to middle- and upper-income
a measure to re-establish accretistudents who are not needy enough tation as a requirement for institu "We can see what the pitfalls are to qualify for regular. Stafford tions that receive student aid on a small scale, at least," said loans. The new loans would be un-

while the horrower was in college.

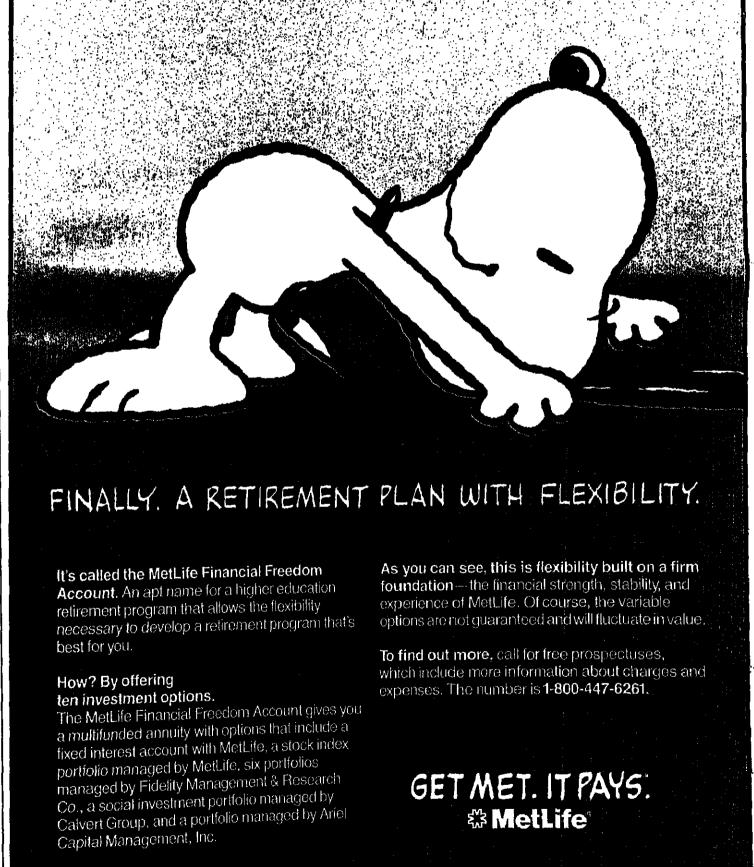
Under the House bill, the loan limits for the direct-loan program. Stafford program, and the unsubsidized Stafford program would remain at the current Stafford levels: \$2,625 a year for freshmen and sophomores, \$4,000 for other indergraduates, and \$7,500 for graduate students.

Student leaders and college of cials contended that holding the limits level would make college unaffordable for many students. Lawmakers said they could not al

The Senate bill would raise Stafford loan limits to \$3,000 for fresh-The legislation agreed to by Mr. men. \$3,500 for sophomores. and \$9,000 for graduate students.

The provisions regarding Pell Grants and loans were among many changes that Democrats and Republicans agreed to in the compromise legislation, which will be a substitute for the reauthorization bill the education committee passed. One change was the inclusion of

The Idaho Board of Educa-Stant to students from other -THOMAS J. DELOUGHE



## States to Spend \$1.2-Billion on Student Aid

Continued From Page Al their financial need. In 1991-92 the states expect to spend \$1.744-billion on such aid, a 4.1-per-cent increase over last year.

The expected increase is lower than all but two of the actual yearly increases in the preceding decade. Since expected increases are always higher than the actual ones, the report says "this year's actual growth rate may prove to be the lowest in the 23 years" the survey has been conducted.

This year about 1,416,000 undergraduates are expected to receive need-based grants, an increase of 1.3 per cent over last year.

#### Few Plan Big Increases

The number of states making big increases in state aid is down. Only Il expect to increase their needbased aid to undergraduates by at least 10 per cent; 26 expect to increase aid by up to 9 per cent. For the past nine years, an average of 18 states had increases of from 1 to 9 per cent, and an average of 16 states had increases of at least 10 per cent.

Sixteen states expect to make fewer awards to undergraduates Georgia, Hawaii, Iowa, Massachusetts, Missouri, and South Carolina-will award fewer dollars over all to their undergraduates. The biggest reduction is in Massachusetts, which is reducing its spending on grants by 48 per cent—to \$23.7-million from \$46-million.

"Looks pretty dismal, doesn't it?" Jerry S. Davis says of the overall trends. Mr. Davis is vicepresident for research and policy analysis at the Pennsylvania Higher Education Assistance Agency, which prepares the association's annual report.

Even in states that are not reporting reductions, however, students and colleges are feeling the

In Illinois, for example, spending on undergraduate aid is up 0.6 per cent. But because the General Assembly ordered the student-aid commission to return \$10-million to the state treasury, grants for 95.000 students were reduced by an average of \$120 this semester from what students had been prom-

#### 'Many Saw a Reduction'

In New York, spending for undergraduate student aid is expect-'ed to increase 1.9 per cent-to \$436.6-million this year from \$428,3-million in 1990-91. But many students who expected the planned increases in aid to help offset the rising costs of college were

disappointed. "Many saw a reduction in terms of what they would have gotten," says Francis J. Hynes, vice-president for operations at the New York State Higher Education Services Corporation, which oversees aid programs.

In some states where aid awards have been cut, students were said they had cut the amount of forced to make up the loss themselves. In other instances, colleges



than they did last year, and six— Lynn O. Nichelson of Illinois Wesleyan U.: "We felt we would not be meeting our responsibility if we told students, 'Sorry, all bets are off.' "

would have otherwise awarded.

eligibility requirements for finan-

sota will require people to enroll

themselves made up all or part of grants, and 15 said they had rethe lost grants.

"We feit we would not be meeting our responsibility if we told the students, 'Sorry, all bets are off,' " says Lynn O. Nichelson, director cial aid. Beginning in July, Minneof financial aid at Illinois Wesleyan University. His institution added about \$150,000 to its \$4.35-million financial-aid budget to assist 765 students who were affected.

Nationally, about 52 per cent of all the money spent on need-based programs for undergraduates will go to those attending private colleges, the report says.

## Effect on Appropriations

For residents attending private colleges in their home state, the average award is expected to reach \$1.890, up 21 per cent from five years ago. The average award for a public-college student is expected to be \$915 this year, a 26.7-per-cent increase over the past five years. For students attending private colleges outside their home states, the average award is expected to have shrunk over the past five years by more than 14 per cent, to \$701.

The survey also touched on how states' fiscal difficulties were affecting appropriations for financial aid.

Seventeen states said their appropriations had been cut and another eight said their financing remained the same as in 1990-91.

In some cases, the cuts did not cause states to reduce their financial-aid spending because they were able to draw on other sources, such as leftover funds from the previous year or a share of tuition increases. States responded to cuts in a variety of ways: Six their maximum award, nine said they had reduced the amounts of all requirements for eligibility for par-

Twenty-nine states provide some undergraduate-student aid that is not based on financial need, but typically is awarded for academic merit or to persons who promise to enter certain professions. The amount provided for that category of aid is expected to increase by only 2.1 per cent over 1990-91, or about \$207-million dollars. That small increase appears to signal a shift in direction for states. In recent years the report has noted that spending for grants not based on need had been increasing at a much faster rate than spending for need-based aid. Last year's report, in fact, cited a 14.1-per-cent annual increase for aid not based on need.

#### Special 'Categories'

For that category, the survey found that states expected to increase the financing for such programs as merit scholarships and aid for students pursuing particular careers, but to decrease slightly the amount they spend on grants designed to reduce students' costs of attending private colleges. "It may be easier for states to secure program funding for special 'categories' of students than for students in general during periods of fiscal difficulties." the report says.

Only 21 states provide needbased aid for graduate- and professional-school students. This year those states are expected to provide just over \$30-million in aid to 25.470 students. While the dollar amount is a 6.9-per-cent increase duced the number of grants they over the spending in 1990-91, the number of students receiving such Other states are toughening the

aid will increase by only 296. Copies of the report are available for \$5 from the Division of Research and Policy Analysis at the Pennsylvania Higher Education for a minimum of 15 credits, rather than 12, to be eligible for aid as full-Assistance Agency, 660 Boas time students. The state is also Street, Towne House, Harrisburg, state did not have as large a deficit raising the minimum course-load Pa. 17102-1398.

## States Wrestle With Proposals for Higher Tuition

A growing number of higher-ed. ucation theorists want states to increase mition substantially at public colleges and to use most of the additional money to expand financial-aid programs. But lawmakers who proposed that approach this vear in Minnesota and Washington State found that they could not sell it to enough legislators, students, or university officials.

Supporters of the "high tuition high aid" approach say that it insures that tax subsidies for higher education are directed through financial aid to students who are the most needy, rather than to middleand upper-income students who benefit by attending public colleges that use state subsidies to keep tuition rates low.

Students in Minnesota and Washington State objected to the tuition increases, and public-college officials questioned whether student aid should be the top priority for the money generated by higher tuition-particularly if some of the funds go to students at private

### Some 'Urgency' Removed

The debates this year were also affected by tight state budgets. One of the sponsors of the measure in Washington, State Rep. Ken Jacobsen, said it wasn't philosophy but the state's budget problems that had allowed his bill to progress as far as it did. The measure passed the House of Representatives 96 to 0 but died in the Senate when the Legislature adjourned this month.

When budget officials revised their estimates and determined the as projected, "that took some of

## FACT FILE: State Support for Student Ald, 1991-92

	1890-81	1991-92	change	l
-Alabama	\$9,085,000	\$8,300,000	-8.6%	<u>Nobres</u>
Alaska	2,578,000	2,630,000	+2.1	Nevad
Arizona	3,335,000	3,328,000	-0.2	New H
Arkannas	4;640,000	7,851,000	+89.2	New J
California:	164,398,000	169,205,000	+2.9	New M
Colorado	22,769,000	24,280,000	+ 6.6	New Y
Connection	20,780,000	20,667,000	-0,5	North
Delaware	1,480,000	1,507,000	+3.2	North
District of				Ohlo
Golumbia +	- 974,000 ···	1,010,000	+ 3.7	Oktono
Florida	63,211,000	72,674,000	+16.0	Orego
Georgia	20,636,000	20,388,000	-0.7	Penns
Hawali	612,000	661,000	+8.0	Rhode
Ideho	725,000	759,000	+4.7	South
Illinois	201,689,000	205,331,000	+1.8	South
Indiana	47,875,000	50,963,000	+6.9	Tenna
lowa	36,437,000	\$5,502,000	, −2.6'	Texas
Kanan	8,491,000	6,584,000	+1.4	Uteh
Kentucky	19,866,000	21.075,000	+6.1	
Louisiana	4,459.000	5,414,000	t 21:4	Vermo
Maine	4.802,000	8,044,000	+6.0	Virgin
Maryland	21,282,000	22,101,000	+3.9	Washi
Massachugette:	. 46,000,000	23,748,000	48.4	West
Michigan	74.789.000	81,577,000	+13.6	Wisco
Міппевота	74.658,000	77,678,000	-	Wyom
Missiadippi	1,177,000	1,246,000	+4.0	Puerto
Missouri	19,828,000	And in contrast of the latest	+ 8.8	Total
Montana	883,000	19,840,000.	0,9	
5 61 - 36 61		395,000	481	1
A STATE OF STREET PARTY OF STREET	A Company of the Paris			الخبر المؤر

Nebrasko	\$2,192,000	\$2,352,000	+7.3
Nevada	365,000	377,000	+ 3.3
New Hampshire	776,000	850,000	+9.5
New Jersey	96,482,000	119,386,000	+23.7
New Mexico	10,866,000	11,855,000	+9.1
New York	460,133,000	463,158,000	+0.6
North Carolina	28,385,000	28.137,000	-0.9
North Dakota	1,469,000	1,924,000	+31.0
Ohlo	81,276,000	85.668,000	+5.4
Oklenoma	16.105.000	18,270,000	+13.4
Oregon	11,809.000	11,852,000	+0.4
Pennsylvania	142,897.000	159,181,000	+11.4
Rhode Island	9,638,000	9,137,000	-5.2
South Carolina	17,901,000	16,966,000	<u>- 5,2</u>
South Dakote	556,000	570,000	+2.5
Tennassee	13,768,000	13,416,000	-2.6
Texas	26,674,000	29,755,000	+11.8
Uteh	2,397,000	2,438,000	+1.7
Vermont	10,333,000	11,292,000	+9.3
Virginia	25,458,000	26.620,000	+4.6
Washington	21,095,000	23,483,000	+11.3
West Virginia	5,559,000	5,806,000	+4.4
Wisconsin	42,933,000	43,778,000	+2.0
Wyoming	212,000	220,000	+3.8
The second second second	17,898,000	17,898,000	0.0
Puerto Rico	17,030,000	A 1 1 4	+3.9

## Jacobsen said. Under Mr. Jacobsen's proposal.

the share of operating costs covand by student tuition would have increased between 20 and 25 per ant, depending on the institution. Washington state residents pay 2,178 in undergraduate tuition at be two major state universities and \$1,696 at the regional universiies (The national average tuition for a four-year public college this year is \$2,137.) 60.000.

## Students Oppose a Measure

About \$17.4-million of the \$2.5million raised by the increase would have been set aside for fipancial aid. The bill also would have expanded eligibility for aid so that more students from middle-income families in this case with incomes up to \$49,000-could re-

Student groups opposed the measure, organizing petition drives and letter-writing campaigns in addition to testifying against it at legislative hearings. Mr. Jacobsen had

## "If it's inevitable, then

the state should have a system"

to deal with It.

"Let's have the life rafts ready to go."

beatert by a lack of support from the public universities, particularly the University of Washington.

They opposed it, he said, hecause the new revenue "wasn't going to be money controlled by the

Robert O. Edic, director of govenment relations at the University of Washington, disputed that interpretation. State-university officials were concerned, he said, because much of the new aid would have gone to students at private col-

The institutions' leaders also believed there were other needs, such as salaries and equipment, that the state should have supported. "We're not willing to say all new money in higher education should 30 into financial aid," Mr. Edie

## High Tuition Is 'Inevitable'

Mr. Jacobsen said he might introduce the measure again next year, not only because he believes the high-tuition, high-aid approach is proper, but because high tuition. a least, is inevitable. Budget pressures on states will make it so, h

"If it's inevitable, then the state should have a system" to deal with il, Mr. Jacobsen said. "Let's have the life rafts ready to go." The financial-aid proposal de-

bated in Minnesota would have leken the high-tuition, high-aid noion even further. Introduced with the backing of the state's Private College Council, it called for doubling tuition at public colleges and using the new money for financial aid for students at public and privale institutions. Students now pay one-third of instructional costs through tuition and the state picks up the other (wo-thirds; the legisla-

tion would reverse that. Public-college tuition to make sial--especially if they cost mon-student's American College Testlege tuition averages about \$1,800 more money available to private- cy. in Minnesota.

Under the bill, 45 per cent would go to student aid, and the number of students receiving assistance available to public-college students from the state would more than double, to 130,000 from about cally, to \$233-million from about

The legislation is still technically alive, but it is unlikely to be voted upon because it was not passed out of a committee before the Legislature's deadline for bills to reach the shift." he said. "It takes time to

Some critics of the bill said they Even proposals without funda-

college students. Brian J. Zucker, would increase far more dramati-

\$35-million. Mr. Zucker said the newness of the idea, not hostility to private colleges, explained the resistance. "This is a very fundamental kind of bring people around to it."

opposed it because it would use mental changes can be controver-

"We're subsidizing rich kids' tu- vice-president for research at the stand in the way of the proposed ition," said State Rep. Mike Jaros, private-college council, said it was changes in Kansas, where a coma sponsor of the bill. Now about 8 true that the amount of money go-mittee of college officials has recper cent of the state's higher-edu- ing to private-college students ommended that the state merge its cation budget goes to student aid. would increase under the plan—to several financial-aid and scholar-\$54-million from about \$34-million. ship programs into a single grant But he said the amount of money program for undergraduates by

> "That's the major void in Kansas," said B. James Dawson, vicepresident for student affairs at Fort Hays State University and chairman of the committee

#### New Eligibility Criteria

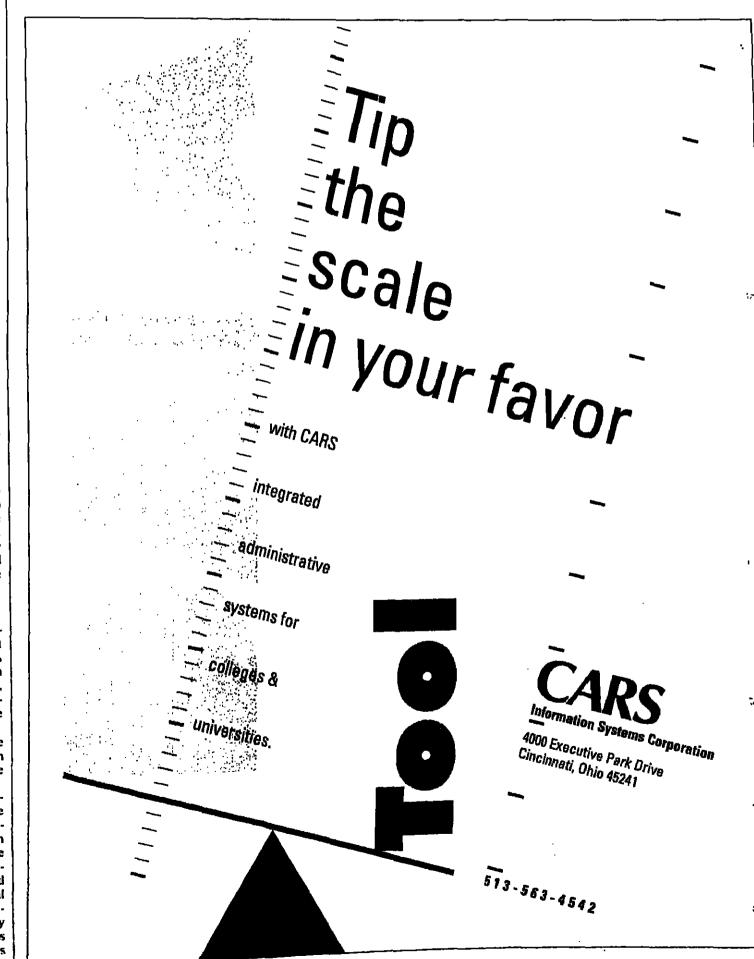
The state now operates a needbased grant program for students at private colleges and a need-based scholarship program pegged to a

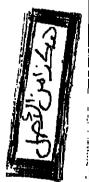
ing program scores.

The new grant program would replace those, and also would use different eligibility criteria, because of concerns that the standardized test is biased against minority students.

The new program would be open to any student who had completed an approved college-preparatory curriculum.

"There's no resistance, conceptually, to what we're doing," Mr. Dawson said. But he added that was the case perhaps because there have been few estimates yet of what the program would require in additional money. Once those figures are known, he said, there could be opposition from the Legislature. —GOLDIE BLUMENSTYK





## **Business & Philanthropy**

## Faculty Panel Asks Yale to Reconsider Scope of Its Restructuring Plan

recommended that Yale University scale back a proposed 10.7-percent cut in academic departments and faculty positions and called on the administration to find other ways to close the university's big budget gap.

The group was formed last month in response to faculty concerns about the university's "restructuring" committee. In January that committee issued a series of drastic and controversial recommendations, including the elimination of two departments, to deal with the budget deficit and Yale's deteriorating physical plant.

Administrators say the deficit is

A group of faculty members has versity, they say, could face finan-scheduled to open this spring. cial problems for several years. The 10-member faculty group,

jections had held true.

campaign. Some estimates place as high as \$15-million on its \$800- the total amount of deferred main-

PRIVATE SUPPORT

ABNEY FOUNDATION P.O. Box 1138 Greenwood, S.C. 29648-1138 Student aid. For acholarships: \$300,000 to

ANNENBERG FUND St. Davids Center 150 Radner Chester Road St. Davids, Pa. 19087

Student aid. For scholarships in the under-graduate college and the school of law: \$500,000 to Fordham U.

BOOTH FERRIS FOUNDATION 30 Broad Street New York 10004

Support. For programs of fuculty and cur-ricular development: \$100,000 to Macal-ester College.

JAMES GRAHAM BROWN FOUNDATION 132 East Gray Street Louisville, Ky. 40202 Support. For student aid and for a profes tre College (Ky.).

ADOLPH COORS FOUNDATION 350-C Clayton Street Denver 80206 Fund raising. For programs to increase giv-ing by alumni: \$200,000 challenge grant to Colorado College.

CORBETT FOUNDATION 800 Broadway Cincinnati 45202

Music aducation. For a professorship musical theater and for a professorship -apera: \$2-million to U. of Cincinnati.

JESSIE BALL duPONT RELIGIOUS, CHARITABLE, AND EDUCATIONAL FUND 226 Water Street Jacksonville, Fla. 32202-4424 Minorities. For a pre-college program for minority-group students: \$124,145 to Washington and Lec U.

BEORGE EDWARD DURELL FOUNDATION P.O. Box 847

Berryville, Va. 22611 lion over five years to Shenandoah U.

**EDUCATIONAL FOUNDATION OF AMERICA** 36 Church Lane Vestport, Conn. 06880 Minorities. For pre-college summer pro-grams for American Indian students: \$350,000 to U. of Culifornia at Irvinc.

HOYT FOUNDATION c/o First National Bank Building P.O. Box 1488 New Castle, Pa. 16103

Facilities. For a physical-filness center \$300,000 to Westminster College (Ps.).

CHRISTIAN A. JOHNSON ENDEAVOR FOUNDATION

1060 Park Avenue New York 10128 Faculty. For a faculty-development pro gram for younger faculty members: \$125,000 challenge grant to Washinston million operating budget. The uni- a \$1.5-billion capital campaign

headed by Thomas J. Carew, a professor of biology and psychology, recommended some faculty cuts, but they would amount to only 5 per cent over five years, compared with the 10.7-per-cent cut recommended by the restructuring committee. The faculty members also suggested that the university re-examine the faculty cuts in five years to see if the current financial pro-

The committee also suggested that the university reduce the scope of its 10-year building-repair

PETER KIEWIT SONS FOUNDATION 1000 Kiewit Piaza Omaha 68131

Facilities. For a renovation project: \$375, 000 to Doane College. SPENCER FOUNDATION 900 North Michigan Avenue Chicago 60611

Education. For a study. "Psychological Theory and Educational Reform: From the Committee of Ten to the Bush Initiatives": \$345,100 over four years to U. of California at Berkeley (project director: Ann L. Brown).

For the Consortium on Chicago School
Research: \$300,000 over three years to U.
of Chicago (project director; Anthony S.

Bryk).

Alnorities. For a study of correlates of peademic success and failure in minoritygroup students: \$200, 100 over two years
to Cornell U. (project directors: Lynn
Okagaki and Edmund W. Gordon).

#### Gifts & Bequests

California State University at Freenc. For the school of engineering: equipment val-ued at \$820,000 from Digital Equipment

Corporation.
Catawba College. For scholarships: \$100,000 from Claude Hampton.
Centre College (Ky.). For scholarships and for unrestricted purposes: \$586,500 from the estate of Josic McGoodwin Bailey. —For unrestricted purposes: \$220,000 from the estate of Elizabeth Brown Molloy Dowling.

Columbia University. For a professorship of statistics: 51-million from Howard Le

Elmira College. For the capital campaign \$1.6-million from the estate of Marior fordham University. For the Pre-Health

Professions Program in the School of Ceneral Studies: \$150,000 from Johnson & Johnson Family of Companies.

Michigan State University, Por a professorship in the school of hotel, restaurant, and institutional management: \$1-million from Lewis J. and Ruth E. Minor.

Charles Roomson.
Iniversity of Alabama. For the school of law: \$500,000 from Charles E. Tweedy.

Jr.
University of California at Los Angeles. For awards for distinguished teaching: \$257.500 from Charles and Harriet Luckman.
University of Cincinnati. For a pulmonary-research center: \$7.5-million from Procter & Gamble Company.

—For a professorship of juvenile diabetes: \$1.5-million from an anonymous donor.

—For a center for cardiovascular research and education: \$8-million from Marion Merrell Dow inc.

Merrell Dow Inc.
University of Missouri at Rolls, For a pro-fessorship in civil engineering: \$500,000 from John A. Maihes.

Iniversity of New Hampshire. For summer programs for students in Junior and sanior high school: \$500.000 from Marcia Peter-University of the Ozerka. For the learning center: \$300,000 from an anonymous de-

tenance on Yale's campus at \$1hillion. The university expects to spend \$100-million a year repairing its buildings, with money raised in

The faculty group said the university could extend the renovation work on Yale's buildings over 30 years instead of 10, as recommended by the restructuring committee. In addition, the group said the university could spend more of its endowment.

"There is no magic solution," said Mr. Carew. "Neither we nor unybody else thinks that."

### Widespread Fear and Anger

The report of the restructuring committee prompted widespread fear and anger among Yale's faculty members, many of whom criticized the substance of the recommendations as well as the manner in which the committee identified the departments slated for cuts. They say committee members ignored important information in their deliberations about the departments.

The recommendations of the restructuring committee included eliminating the departments of linguistics and operations research. cutting 114 of 1,067 "junior faculty equivalent" positions, and reducing graduate-student enrollment.

The restructuring committee, orunized and headed by Provost Frank Turner, also recommended cutting the Institution for Social and Policy Studies and cutting the sociology department and merging engineering programs.

#### 'A Lot More Light'

The final report of the restructuring committee, including comments from the recently formed faculty group, is expected to go to the Yale Corporation next month. Some faculty members say they hope that drastic cuts in programs may be avoided.

"My sense is that there is a lot more light and a lot less heat,'' said Mr. Carew. "The faculty is aware that feedback matters, and the administration is responsive. That makes a big difference."

-LIZ Memillen

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## Business School Is Given \$8.75-Million

from a local family with longtime ties to the school.

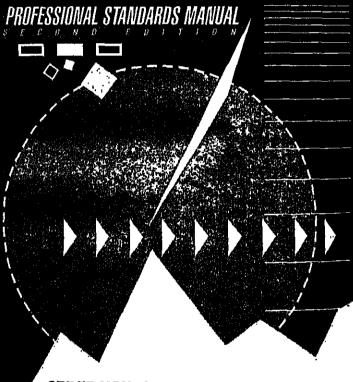
The gift, from the family of the late Walter A. Haas, Sr., of San Francisco, came from four family foundations. It followed the family's \$15-million donation to the school in 1989-a gift also designated for a new facility. University officials say the Haas family's total contribution of \$23.75-million is the largest ever to the Berkeley campus.

Over the years, the family has supported various programs for students and faculty members on the Berkeley campus and at its Haas School of Business.

BERKELEY, CAL. Which was named for Mr. Hans The business school at the in 1989. A 1910 graduate of the University of California here business school, Mr. Haas was has received \$8.75-million to- president of the San Franciscoward the cost of a new building based apparel manufacturer Levi Strauss & Company from 1928 to 1955. He later served on the business school's advisory

#### \$40-Million Thus Far

With the Haas family's donation, the business school has collected about \$40-million in gifts and pledges for its \$45-million capital campaign. Begun in 1988, the campaign seeks to cover the cost of a new complex to house, under one roof. the school's library, research centers, computer laboratories, classrooms, and faculty offices.



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## More HOLK

five women have reported hat they were raped and three others have said they were fordled by men on or near compuses of Rutgers University within the past month. Seven of the women were Rutgers students. University officials have increased campus police patrols. They also provide counseling for rape victims 24 hours a day through the Denn of Students office and through counselors at campus police offices. So far, two men-one of them a Ruigers student—have been arrested for two separate attacks. The Rutgers student was charged with age: the other man, with criminal mual contact. Four incidents are uill under investigation. In the emaining two incidents, the women have not pressed charges. In both of those incidents, the women suid they knew the man who they said

Kenneth Anger is not a ousehold name like Oliver None or Spike Lec. But for students interested in idependent and experimental film making, the avant-garde director of whilms as Scorpio Rising and Kision Kar Kommandoes is a mjordraw and cult celebrity. Seventeen film-making students at the University of Lown piled into vans and drove eight hours to allend screenings and lectures by Mr. Anger and other film makers ast week at a conference in Michigan to mark the 30th maiversary of the Ann Arbor Film

The students attended workshops on censorship, computer mimation, and various filmprinting techniques. And, in late-night "film jams" held in the back of a campus bar, they showed their own work-with titles like Heavy Vinter Metabolism and Snot fanny—to an audience of film makers and film professors.

Mary Slaughter, a second-year master's degree student, suid she had been inspired by independent film makers. "These people have a lot of fortifude," she said, "They've had escramble for funding and jobs. And they've persevered."

When a group of students rom Oregon State University are distracted from their studies late at night, it's often b ound of a siren letting them know that it's time for them to go fight another fire.

eighteen students at the <sup>alversity</sup> are enjoying free rent this year in exchange for serving as obunteer firefighters in Corvallis.

The students say they like the mangement because the fire house close to the campus. Says Adam Rutherford, a homore majoring in engineering: "lt's a very enjoyable living avironment. People are quieter and more serious about what they do han they are in the dorms."

## **Students**



Lynn Harvey, a junior at Roosevelt U., designed a major in architectural reconstruction: "If you have a goal, then you should be allowed to shape it."

## Students Who Design Own Majors Are Often at the Cutting Edge

By SUSAN DODGE

From ecological technology to exercise science, students across the country are custom-designing their courses of study and creating majors that allow them to combine often-eclectic academic interests

with career goals. Individualized majors, as they are called on many campuses, have existed for years to satisfy students who do not find a niche in any of a college's traditional depart-

have made a lasting impact on higher education. Consistent demand for such majors as women's studies, comparative literature, urban studies, computer science, and environmental studies has led institutions to develop formal academic programs in

those fields. "Students have particular areas of interest that often turn out to be on the cutting edge of areas that are going to be significant," says Edith Swan, associate dean for student academic affairs at Oberlin College. "Sometimes they lead us into curric-

## About 10% Choose the Option

At Oberlin, about 30 juniors and seniors currently are working on self-designed majors. Although institutions do not place a cap on the number of students who can tailor their own, typically only about 10 per cent of the undergraduates at most college and universities choose to do so.

On the campuses this year, students Continued on Following Page



Edith Swan, associate dean for academic affairs at Oberlin: "Students have particular areas of interest that often turn out to be on the cutting edge of areas that are going to be significant."

## Students Who Design Own Majors Are Often at the Cutting Edge

have designed majors ranging from the familiar, such as screenwriting expensive for them to spend their and sports medicine, to the esoters - time studying subjects that don't ic, such as "Documentary Film and Native American Studies" and "Original Performance: a Synthesis of Modern Jazz and Theater." Although such majors may appear narrow, faculty members insist so I needed to get everything out of that the specialized topics allow for a broad-based education.

Says David Campbell, a professor in "nations and the global environment" at Grinnell College: "The individualized major embraces the very concept of a liberal-arts education by allowing students with eclectic interests to design an education which would otherwise be unavailable."

### 'Comparative Communism'

For example, Marnie Beth Ulkins, a senior at Grinnell, aspires to a career dealing with foreign policy, but she did not want a truditional academic major such as history or political science. Instead, she, designed a major tailored to fit her interests and called it "Comparative Communism: China and Russia." Ms. Ulkins has taken courses in Grinnell's language, politicalscience, and history departments.

"I'm not interested in all of political science or all of history," Ms. Ulkins says. "I am curjous about why these two great powerswhich are so different historically and culturally-both turned to

Some students say they have

dents to be more tolerant of those

Peter D. Hart Research Asso-

ciates, which conducted the survey

for People for the American Way,

also did one-on-one interviews

with some of the survey partici-

pants. The results were compiled

in a report, "Democracy's Next

leased at last week's press confer-

about citizenship issues, was is-

The report's authors maintained

that their study showed that politi-

cians had been successful in influ-

encing the public's views on af-

opposed giving minority candi-

dates "special preference" for col-

lege admission and jobs than op-

posed giving "special consider-

cial consideration, many of them

will say. 'Yes we ought to lend a

helping hand," "said David Crane.

vice-president of People for the

American Way. "When you shift

to preference, the tide turns. There

is a feeling that preferences are not

fair. The rhetoric we've been hear-

ing from politicians about quotas

has exploited fears and created a

"When you ask youth about spe-

-ence. An earlier report, on a survey

Influence of Politicians

Continued From Page Al

from different backgrounds.

Continued From Preceding Page created their own majors because higher education has become too interest them or that don't apply to their career goals. Says Staci Haines, who graduated from Oberlin in 1991; "I was on financial aid and had taken out \$26,000 in loans. my major that I could."

Ms. Haines designed "Social Paradigms: Change and the Environment," which incorporated courses in sociology, environmental studies, women's studies, and anthropology. She examined ways in which various civilizations dealt with environmental and social problems and investigated ways to in natural sciences, arts and hupromote social change and improve the environment.

Returning adult students also say they appreciate individualized majors because they can zero in onsubjects in which they are already

#### **Architectural Reconstruction**

Lynn Harvey, a computer specialist for the Railroad Retirement. Board in Chicago, returned to college part time in 1989 in hopes of beginning a new career. She wants jors must appear before committo use computer-assisted design tees of faculty members and adand laser technology to develop blueprints to reconstruct South detail about their plans. Students at Carolina homes and buildings that the University of Massachusetts at were built in the early 1800's and have since been destroyed.

America's Young People Pessimistic About Race Relations

nority job applicants. But when the

word "preference" was substituted for "consideration," 64 per cent

of the whites said they opposed

Blacks and Hispanics, however,

still felt such efforts were needed to

compensate for discrimination.

Seventy-four per cent of the blacks

and 57 per cent of the Hispanics

supported special consideration for

minority applicants in college ad-

mission. Further, 60 per cent of the

substituted for "consideration,"

should give special preference to

minority job applicants.

perception among whites that they

Forty-one per cent said that requir
N.W., Suite 400, Washington

are being discriminated against." ing students to take classes in the 20036.

and 40 per cent said employers whites.

firmative action. The authors not- panics said employers should give More than 70 per cent said "they

ed that more young people special consideration to minority had a close personal relationship"

such approaches in education and

Generation II," which was re- 78 per cent opposed such efforts in

employment

Fifty-one per cent of the whites history and culture of various

said they were opposed to colleges' groups would help. Only 32 per

giving special consideration to mi-

nority students, and 65 per cent op- ishing students who used racial

posed special consideration for mi-

blacks and 43 per cent of the His-relations were "getting better."

As with whites, support dropped While most of the young people in-

when the word "preference" was terviewed said they thought that

Fifty-two per cent of the blacks portant" goal for the nation, more

said colleges should give special black and Hispanic youth believed

preference to minority candidates, it was a significant goal than did

When asked what could be done stereotypes, all the while maintain-

to help solve the nation's racial ing personal friendships that fly in

people questioned said that giving Copies of the report are available

more scholarships to minority stu- for \$11.95 each from People for the

dents would "help a great deal." American Way, 2000 M Street,

problems, 37 per cent of the young the face of those stereotypes."

she could design her own major in architectural reconstruction, including courses in computer technology, architecture, and history. "If you have a goal, then you should be allowed to shape it," she

Colleges and universities often place more-stringent academic requirements on students who are designing their own majors to insure that they take core courses in a variety of subjects. Many also require such students to complete a senior project or thesis, even if students in traditional majors are not required to do so.

#### Senior Project Required

At Indiana University, for example, students in the Individualized Major Program who are focusing on areas in the arts and sciences must complete core requirements manities, and social sciences, as well as finish a senior project.

Each student with a self-designed major has two faculty sponsors who approve his or her academic schedule each semester. At Indiana University, undergraduates with traditional academic majors are not required to complete a senior project and have only one faculty adviser.

On other cumpuses, students who want to design their own maministrators who question them in Amherst must submit a 6- to 10-

The survey did find areas in

which white and minority respon-

dents agreed and other areas that

showed race relations could im-

prove. The authors found that a

majority of the young people inter-

viewed believed in the value of the

family and said that education,

hard work, and a fair chance were

In addition, 55 per cent of those

a person of another race

racial integration was a "very im-

But the authors also found that

many young people "still cling to

 $(S_{i,j}, T_{i,j}) = (S_{i,j}, T_{i,j}, T_{i,j$ 

surveyed said they believed race

the keys to success.

What They're Reading on College Campuses

Life's Little Instruction Book. by H. Jackson Brown, Jr.

**建设工作的** 

2. The Firm, by John Grisham 3. Fried Green Tomatoes at the Whistle Stop Cafe. by Fannie Flagg

4. The Prince of Tides, by Pat Conroy

5. You Just Don't Understand, by Deborah Tannen

7. Wayne's World, by Mike Myers and Rubin Ruzan

8. The Seven Habits of Highly Effective People. by Stephen R. Covey

9. Revolution From Within, by Gloria Steinem

10. Disney's Beauty and the Beast

6. Heartheat, by Danielle Steel

gan U., Dantmouth College, Denison U., Idaho State U., Iowa State U., Kent State U., Lawrence U., Lehigh U., Mankato State U., Montana State U., New York U., North

Stanford U., State U. of New York at Buffalo, Tulane U., U. of California at San Diego, U. of Hawell, U. of Blinels at Urbana-Champaign, U. of Iowa, U. of Make, U. of Missouri at Columbia, U. of Nebrasha at Lincoln, U. of New Orleans, U. of Pitaburgh, U. of Puget Sound, U. of Soulkem California, U. of Texas at Austin, U. of Wisconein at Midlaon, U. of Wisconein at Midwaukee, Weshington U. (Mo.), and Wichtig State U.

write a senior research paper related to their major and a senior summary and abstract reflecting on

individualized-major program. Some higher-education officials say that the students who design page proposal outlining their their own academic majors often Ms. Harvey, now a junior at course of study and write papers at are so interested that they study than if they were following a pre-Roosevelt University, says she the end of each term detailing their harder and earn better grades than scribed path, so they generally a was thrilled when she learned that progress. They are required to people in traditional majors. Susan

and a supervisor in the university's

Machada, coordinator of the Bachclor's Degree With Individual Concentration Program at Amherst, their studies. Their schedules are says that about 60 of the 150 stumonitored by two faculty advisers dents who have designed their own majors are on the dean's list and have grade-point averages of 3.5 or

"Students who are attracted to the program are more motivated

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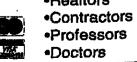
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## Side. lines

Another basketball coach nmed Valvano has had a run-in with academic administrators at his college.
This time the coach is Bob

Valvano, younger brother of Jim. who resigned under pressure at North Carolina State University amid investigations into rule breaking and academic abuses in

Bob Valvano was fired this month as men's basketball coach at Catholic University of America after college officials complained that his "coaching and athletic philosophy is not consistent with that of this university."

in a letter that the coach released tolocal reporters, the university said it was dismissing Mr. Vulvano for three reasons: He used "vulgar and abusiye language," he let several players who were of legal drinking age buy beer after the team's first victory in 1989, and he gave his players tampons after a loss last year to suggest that the team was edorming like girls.

The players rallied to the coach's side. They called the incidents minor and urged Catholic to reconsider

Mr. Valvano himself said he reported some of his actions, and he polygized for them. But he noted hat most of the episodes had taken place long ago, and said university officials had not mentioned them to him before. Mr. Valvano promised to fight to keep his job.

University officials declined to comment last week. But after a meeting with Mr. Valvano and his hwyer, the university said it would consider his dismissal.

A decision is expected this week.

The U.S. Justice Department as told the University of Nevada at Las Vegas that it is not westigating charges of point shaving by current or former

In a letter to Carolyn Sparks, heirwomen of the University of Nevada Board of Regents, John C. Reency, a deputy assistant attorney general in the Justice Department's criminal division, said it had never larted an investigation and had no plans for one.

A published report last month at federal law-enforcement licials were investigating the ossibility that UNIV players had shaved points sparked the latest nd of controversy at the slitution, prompting the basketball coach, Jerry Turkanian, to ly to rescind the resignation that he dsubmitted. Mr. Tarkanian vowed to defend his name and the eputation of his players. Meanwhile, San Diego State University hired Tony Fuller, an sistant coach at the University of California at Los Angeles, as its

men's basketball coach, ending peculation that Mr. Turkanian might be offered the job. Mr. Tarkanian's top aide, Tim Grgurich, accepted a post with the Seattle Supersonics of the National Basketball Association asi week.

## **Athletics**



The panel's William C. Friday: "Change is being brought about by the people who are most intimately involved in intercollegiate athletics."



Richard D. Schultz, head of the NCAA: The survey's result tells

## Knight Panel Praises Sports-Reform Movement but Sees 'a Long and Hazardous Road' Ahead

The movement to reform college sports

has made significant progress in the past year but faces "a long and hazardous road" ahead, the Knight Foundation Commission on Intercollegiate Athletics said

The panel offered that conclusion in a follow-up to its much-heralded March 1991 blueprint for sports reform. In last year's report, the Knight panel said that the system of big-time sports was out of control, designed to rein it in.

## A 'Solid Start'

Last week the commission said it believed college officials had made a "solid start" toward addressing the problems that had eroded public confidence in sports programs and the colleges that sponsor

The panel also released a survey by LH Research, conducted by Louis Harris, suggesting that the reform efforts had diminished public concern about big-time sports. The survey found that 47 per cent of those questioned in February believed college sports were "out of control," compared with 75 per cent a year ago.

The commission credited lenders of the National Collegiate Athletic Association. including its executive director, Richard D. Schultz, and its presidents' commission, with winning approval of tougher ac-Continued on Following Page

## Advocates of Women's Sports Vow to Keep Equity Issue at Center Stage

By DOUGLAS LEDERMAN

Seeking to capitalize on a growing awareness of their cause, advocates for women's sports called last week for a national campaign of litigation and lobbying to force colleges to comply with laws barring sex discrimination.

A panel of sports officials, lawyers, and other advocates gathered at a press conference here to tell college administrators: Comply with the law now, or we'll see you in court later.

"it's time to send a message to the old boys' network that they had better make room for women and girls," said Richard Lapchick, executive director of Northeastern University's Center for the Study of Sport in Society.

## Lobbying Group Gets New Leader

The advocates said that recent events had thrust the issue of gender equity to the forefront of the college-sports agenda for the first time in nearly 15 years. Those events included a Supreme Court decision last month giving victims of sex discrimination the right to sue for damages and the release of a National Collegiate Athletic Association study that they said demonstrated the unequal treatment of men's and women's sports programs.

They gathered here last week for what they viewed as the latest event in that series: the announcement that one of the most respected (and, in some quarters, feared) female administrators in intercollegiate sports was leaving the college ranks to lead a national lobbying group.

Ironically, the press conference introducing Donna A. Lopiano, director of women's athletics at the University of Texas at Austin, Continued on Following Page



Donna A. Lopiano of U. of Texas at Austin: "Coileges have grown complacent with the lack of enforcement of the law."



## Advocates for Women's Sports Vow to Keep Equity Issue at Center Stage

as executive director of the Women's Sports Foundation took place in a bastion of the male-dominated sports world, the Heisman Trophy Room of New York's Downtown Athletic Club.

In the same room where college if totball's most coveted award is bestowed each year-the walls are lined with pictures of men's men like Glenn Davis, Paul Hornung. and Roger Staubach—advocates for women's athletics criticized the huge sums of money spent on the sport and plotted a strategy for helping women to get a larger share of that money.

With the NCAA study, we now have proof of massive, blatant, and wholesale violation of Title IX at virtually every institution." said Arthur Bryant, a lawyer whose, on the office's performance before gup, Trial Lawyers for Public Justice, has represented female athletes fighting to keep their teams from being dropped by their colleges. "We have to let schools know that if they won't comply with the law voluntarily, we'll try the IX when they cut sports teams. to force them to do it whether they like it or not.'

#### 'Threat Never Materialized'

Ms. Lopiano, a former professional softball star who built one of the country's top women's sports programs at Texas and is viewed by athletics officials of both sexes as a dynamic advocate for women, said the women's-sports movewent needed a new approach because the Education Department's Office for Civil Rights, which is responsible for enforcing Title IX. had done little since the late 1970's.

"During the first four or five years of Title IX, there was a threat of ocr's really coming down heavily on colleges and universities with had "finally moved out of its en-

Ethnicity

piano said. "That threat never materialized. Colleges have grown complacent with the lack of enforcement of the law, and they have not continued to try to make

#### NCAA Study Cited

As proof of the lack of progress, she and others cited the NCAA study on gender equity, which showed that female athletes got fewer than a third of the athletic opportunities and athletic scholarships and less than a quarter of the money spent on sports over all (The Chronicle, March 18).

Michael L. Williams, Assistant Secretary of Education for civil rights, said in an interview last week that he would not comment he took over in July 1990. But since then, he insisted, ocn has redesigned its Title IX manual, initiated compliance reviews at several colleges, and drafted a letter warning college presidents not to violate Ti-That letter, which was circulated to selected college officials last month, will be sent to presidents shortly (The Chronicle, February

"All of those suggest and evidence that we are becoming the kind of enforcement agency in this area, and others, that we want to be and that the public wants us to be," said Mr. Williams.

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Although most of the panelists agreed that the civil-rights office had begun to show signs of movement on Title IX (Ellen Vargyas, senior counsel for the National Women's Law Center, said ocr

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AVERSITY

Continued From Preceding Page the loss of federal funds," Ms. Lo- forcement black hole") it cannot alone, they said.

In the last two or three years, enforcement has tended to depend instead on a patchwork campaign aimed at individual institutions. Mr. Bryant, for instance, helped athletes at the Universities of Oklahoma and New Hampshire and the College of William and Mary to win reinstatement of their teams by threatening a lawsuit. While he plans to continue that strategy—he is now talking to athletes at Brown and Northeastern Universities—a more coordinated effort is needed, Mr. Bryant said.

He and others here proposed a "national, coordinated legal strategy" to pressure the NCAA, the civilrights office, and individual colleges to come into compliance.

The civil-rights office, they said, should begin a much more active enforcement campaign, like the one it pursued when Title IX was established in 1972. Peggy Kellers, executive director of the National Association of Girls and Women in group of colleges.

ment should require colleges to meet certain standards by certain dates, and then conduct regular compliance reviews to insure that they were meeting the require-

### Proposal by Big Ten

A similar strategy must be pursued at the NCAA level, Ms. Lupiano and others argued. True compliance with Title IX is impossible in collegiate athletics without a meaningful distribution of already existing money, she said. Most sports programs are already short on cash, and new opportunities for women are most likely to come at the expense of the costly football and men's basketball pro-

Individual colleges cannot make major, unilateral cutbacks in those sports without damaging their competitiveness; hence major cutbacks, such as in the number of football players and scholarships, she said, can be achieved only by a

One possible model for the NCAA can be found in a proposal now under consideration by the Big Ten Conference, which would require each college to meet certain mini mum requirements to remain a member. For instance, the proposal would require the proportion of female athletes at each college to be at least 40 per cent of all intercollegiate athletes within five years, and to match the proportion of women in the student body with-

John DiBiaggio, president of Michigan State University and chairman of the Big Ten committee studying equity, said that if the league adopted such a proposal, it would probably promote a comparable plan in the NCAA as a whole.

Ms. Lopiano has always argued that legal action should be a last resort, and she reiterated that position last week. But she fully endorsed the idea of a national campaign that would include at least the threat of litigation.

"I hope the prospect of our putting that together makes it unnecessary," she said. "But history shows things only happen when there's an outside impetus."

## Knight Panel Praises Movement to Reform College Sports

Continued From Preceding Page ered at the annual meeting of the ademic requirements at last January's NCAA convention, and plotting a course that it hopes will produce other significant changes. Mr. Schultz, in turn, credited the panel for putting constructive pressure on the NCAA and helping to point the way to reform. The panel noted that 10 of its 20 recommendations had been addressed in some way by the NCAA since March 1991.

"The message today is that change is being brought about by the people who are most intimately involved in intercollegiate athletics," said William C. Friday, cochairman of the Knight panel and president emeritus of the University of North Carolina system. We're on our way."

The results of the Harris survey suggested that many Americans agree with Mr. Friday's analysis. The 28-point drop in the percentage of people who believed sports were out of control suggested, Mr. Harris sald, that "the impression is being made that something's being must not give in to the "danger of done by those in power."

"There's a feeling that the presi-

Mr. Schultz called the finding making a difference.

#### **Certification Program**

Despite its applause for what has been achieved thus far, the Knight Commission said a great deal still remained to be done. The Knight Foundation has agreed to keep the commission alive through next

spring—at a cost of \$3-million. The task immediately before the the establishment of a certification program is expected to be consid- federal or state legislation.

<u>. S</u>e ra di e de la fin fa di Si da di Sinda di Albanda di Alba

NCAA next January.

Beyond that, the commission said, the NCAA must find a way to NCAA and the colleges resolve their deal with the escalating financial pressures on sports programs and, specifically, with the lack of equity between male and female athletes.

More generally, the panel said, the association must create a structure that insures the continued predominance of presidents, and pres-

## "There's a feeling that the presidents have

finally found the

steel in their backbones

to step up and take

control.

idents themselves must stay committed to the reform movement over the long run. Chief executives despair," the panel's report said.

"The battle for reform cannot be dents have finally found the steel in won if it is waged in fits and their backbones to step up and take starts," the report said. "We urge our colleagues in the world of intercollegiate athletics to persevere. "music to my ears." He said it The short-term reward will be athwould send a message to sports of- letics programs free of academic ation's governance and financial ficials "that what they're doing is abuse, financial irregularities, and the suspicion that 'the program defles academic control. But the long-term benefits will belong to student-athletes, and rightfully so, because their welfare is what col-

lege sport is all about." The results of the Harris survey suggest that the public is far from convinced that college officials can

clean up the mess in college sports. Seventy-three per cent of the NCAA, the panel said in its report, is survey respondents said that rules violations in sports had underprogram that will hold each college mined the ethical image of colaccountable for the academic, fi- leges, and 43 per cent still did not nancial, and administrative conduct of its sports program. Such a problems on their own, without

The members of the Knight panel said they hoped Congress and state legislatures would let the

#### 'Erecting Roadblocks'

"We ask our friends in the world of public policy and legislation to stand aside while college and university leaders complete the job," the report said. "Academic and athletic administrators are demonstrating they can meet the challenge. Attempted legislative remedies, even when well intentioned can only complicate their task by erecting roadblocks on the road to reform.

Rep. Tom McMillen, a Marylan Democrat who is a member of the Knight Commission, disagreed with the panel on that point.

He said Congressional prodding had consistently resulted in meaningful changes in college sports. citing the passage of Title IX of the Education Amendments of 1972, which requires sex equity at institutions receiving federal assistance-in athletics and elsewhere.

Representative McMillen has proposed a bill that would restore the NCAA's antitrust exemption for negotiating television contracts in exchange for changes in the associ-STRUCTURE. —DOUGLAS LEDERMAN

## People In Athletics

Bruce D. Bryde, associate director of athletics and baseball coach at Widener U. to athletics director.

Jeremy Foley, senior associate director of athletics at U. of Florida, to director.

W. C. Gorden, football coach at Jackson State U., to athletics director.

Sherill Hanks, athletics director at Quiery College (Ill.), has resigned.

Gordle Howell, athletics director at Rolling College, has resigned, offective August 31.

Dennis Lambert, athletics director at U.d. Vermont, has resigned, effective at the end of the academic year.

Michael Ploazek, assistant director of siblets at Rutgers U., to athletics director at U. of Maine Bonaventure U., has retired, effet

# Dispatell

The presidents of three sholarly organizations have written a letter to Sen. David L. Boren expressing their concern that a new federally financed program to spur study abroad will be undermined by its ties to government intelligence

sencies.
Senstor Boren, a Democrat of Okahoma and chairman of the Senate Intelligence Committee, was the author of the National Security Education Act of 1991. which is designed to increase opportunities for undergraduates to study abroad and to support the training of more specialists in languages and area studies (The Chronicle, December 4). The legislation was developed in part to rovide federal intelligence and scurity agencies with a bigger and better-qualified pool of experts on ritical regions and languages.

The program is to be administered by the Defense Intelligence College, and the Director of Central Intelligence is among the members of its advisory

While it was working its way wough Congress, the legislation secuticized by some lawmakers and higher-education officials for the way it suggested links between the intelligence agencies, students, and miversities. The final language of the bill included an express prohibition on the use of students in the program for any intelligencegathering activities.

Just the same, the presidents of the three groups—Edmund Keller of the African Studies Association. Lars Schoultz of the Latin American Studies Association, and Barbara Aswad of the Middle East Studies Association of North Americasaid there were problems.

"We gratefully acknowledge your efforts to insulate this program from the perception that the NSI A is intended principally to serve mtelligence-gathering functions." their letter stated. "Unfortunately. our experiences suggest that this erception will remain a significant Obstacle to the implementation of the program. The end result will estrict the flow of information from <sup>the region</sup> to the United States; erode our basic research capacity on Africa, Latin America, and the Middle East; and limit on-site training opportunities in languages. cultures, politics, and economics." The letter urged that the program

be administered by a federal education agency, not the Defense intelligence College, and that the CIA director not be a member of the advisory board.

In response, Senator Boren said in a statement: "We worked closely with the education community in drafting this legislation and, as evidenced by the widespread endorsements from universities. colleges, and educational organizations around the country. we have listened to their concerns and made changes to the legislation that address these concerns."

# International

## End of Cold War Said to Require Shifts in Exchanges

Officials seek to reduce the role of governments

By PAUL DESRUISSEAUX

NOTONIHZAW The end of the cold war and the dissolution of the Soviet Union call for new ways to conduct the business of international scholarly exchange and communication, say officials of organizations involved in U.S. academic relations with other coun-

In particular, they say, if researchers in the United States are to develop normal and ultimately productive relationships with their counterparts in Russia and other former republics of the Soviet Union, the role of government in those dealings must he refined and, eventually, sharply reduced.

## 'Not What Scientists Want'

Of foremost concern to exchange officials is the need for scholars in the former Sovjet Union to be given responsibility for shaping and managing such programs as well as the freedom to independently develop cooperative relationships with their counterparts abroad.

"Centralized exchanges run by the government bureaucracy are not what scientists over there want," said Cassandra Turczak, program officer for Central Europe and Eurasia at the National Academy of Sciences. "They don't want to hold onto the old system; they want to adopt a market-driven approach, one that is based

on merit." Said Allen H. Kassof, executive director of the International Research and Exchanges Board: "Government is too blunt an instrument to manage scholarly exchanges. This should be in the hands of scholars."

The speakers made their remarks before an audience of three dozen top education Continued on Page A37



Chinara Djakipova, Kyrgyzstan's Minister of Education: "Fortunately, a lot of our republic's history was transmitted orally, so we are able to reconstruct it."

## Kyrgyzstan's Education Minister Plunges In With an Ambitious Blueprint for Reform

WASHINGTON

Four weeks ago Chinara Djakipova was a history professor at the national university in her native Kyrgyzstan, one of the Central Asian republics of the former Soviet Union. Then the president of the newly independent state got a look at her proposal for a top-to-bottom reform of education in the country. He promptly named her Minister of Education.

and Gaza Strip open, students indeed are

putting limits on their campus political ac-

in general, they appear to be holding

are especially careful not to allow

their political gatherings indoors, and

anything resembling a demonstration to

leave the campus grounds. The Israeli

army has for the most part avoided enter-

ing the campuses, although a few confron-

tations between students and soldiers have

One institution remains closed. It is Bir

of the Palestinian institutions and the one

where student political activity-some-

times violent-most frequently provoked

the ire of the Israeli authorities. Its two

Continued on Page A38

Zeit University, probably the best known

Bir Zeit U. Remains Closed

been reported.

## Long Shuttered by Israel, Palestinian Universities Face Financial Crisis and Unprepared Students and 5 of the 6 universities in the West Bank

HERBERT M. WATZMAN JERUSALEM

As they struggle to return to normal after as many as four years of Israeli-enforced closure, the Palestinian universities in the occupied West Bank and Gaza Strip find themselves faced with restless students, inadequately prepared freshmen, and a financial crisis that threatens to force drastic cuts in staff and programs.

Two years ago the Israeli Ministry of Defense began allowing Palestinian universities to reopen, on the condition they not be used by students as staging grounds for protests against Israel. Israel's decision to close the campuses—which has drawn criticism from outside the country-was intended to the prevent such occurrences. Israel's interest in improving its image

abroad had much to do with the reopening Now, with all 17 of the two-year colleges of the campuses.

In that role, Ms. Djukipova was in Washington this month as part of a delegation of top education officials from the 15 republics of the former U.S.S.R.

While apologizing to almost everyone she met for being so new to her post, Ms. Djakipova spoke with authority and determination about her country and its plans for education.

"One of our main challenges is to improve the quality of knowledge we are giving students," she said. "It is a tragedy that our children know Russian history but not Kyrgyz history. We now have to liberate our education from ideology."

## Rewriting History Textbooks

The change in her duties came, she explained, just as she was plunging into a new and important project-rewriting the history textbooks used in her country. She was putting Kyrgyz history back in, she said, and pulling Soviet history out. "Fortunately, a lot of our republic's history was transmitted orally," she said, "so we are able to reconstruct it." She regretted having to turn the project over to others, but said she would return to it as soon as her\_\_\_\_ education reforms were implemented.

In comments made in public meetings and in responses to a reporter's questions. Ms. Diakipova sketched a picture of a nation that was thrilled finally to have an opening to the West and was planning to make the most of it. She even brought with her to Washington a supply of posters promoting tourism in Kyrgyzstan, a remote

Continued on Page A37



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## End of Cold War Said to Require Shifts in Philosophy of Exchanges

Continued From Page A35 inan 100 leaders of U.S. education nganizations and agencies.
The delegates from the Com-

monwealth of Independent States, the three Baltic republics, and Georgia were in Washington for a round of meetings with sponsors of exchange programs and officials of the World Bank, the Department of of the Comparative and Internaional Education Society, whose president, Stephen P. Heyneman, World Bank official, raised \$250,000 from private sources, induding the Soros Foundation, to of the group spoke about plans for reforming education in their counin nearby Annapolis, Md.

#### Told to Seize the Opportunity

At a two-day Washington meetinternacedemic cooperation, organized by the U.S. Information mer U.S.S.R. were told many times that they needed to seize the opportunity to conduct educational and scholarly relations in new ways, and that replicating the old system.even under their "democnized" governments, was a pre-

Mr. Kassof, a long-time leader of V.S. scholarly-exchange efforts. made it clear that he was also call-

of the U.S. government in the role continued from Russia and the for- of "micro-administrator of acuand Soviet republics, and more demic exchanges" was no longer a useful or appropriate one, he said.

"The embassies played an important role in these programs in the Soviet Union and in other nations during the cold war," he said, "but this is 1992 and time to change the thinking."

Mr. Kassof said the management of academic exchanges, including Education, and other groups. They the Fulbright program, should be came to the United States as guests turned over to non-governmental organizations on both sides, "leaving the governments out of it, except as providers of funds."

Asked to respond to Mr. Kassof's comments, the USIA, which administers the Fulbright exchange sponsor the delegation. Members program, issued a statement through a spokesman, William B. Reinckens: "We have a long histotries at the annual meeting of the ry of administering academic-exeducation society, which was held change programs in cooperation Viadimir Shorin of Russia: "Our government has taken with private organizations representing the academic community and under the supervision of the J. William Fulbright Foreign Scholarship Board. Peer review in the selection of participants is universal-Agency, the officials from the for- ly recognized as an integral aspect the program,"

Mr. Kassof criticized the low level of financial support being provided by the United States to support scholarship both on the former Soviet Union and in it. "Having made it through the cold war, we ought to be doing more," he said.

## 'Disappointingly Slow Pace'

Dan Davidson, executive direcing for the United States to get out tor of the American Council of the business of administering Teachers of Russian, lamented the the insistence by the Common-get someplace. such programs. The involvement "disappointingly slow pace" in the wealth states that foreigners pay



steps to eliminate the monopolization of science."



Allen H. Kassof of IREX: "Government is too blunt an instrument to manage scholarly exchanges."

really haven't gotten beyond the hard currency. token and symbolic," he said. "We're talking about exchanges dents, out of coilege enrollments of 5.5 million on each side."

Mr. Davidson said that, this beous for political leaders to even talk about assistance for international is what's needed."

Many officials spoke of the problems that exchange organizations are having in the former U.S.S.R. A focus of many complaints was

growth of student exchanges. "We for all travel in their countries in the committee for education and

region were called a threat to aca- a few misperceptions." involving only hundreds of stu- demic exchanges because they in-

The tyranny of yesterday and the corruption of today were two notes ing an election year, "it's huzard- sounded often. Edward Dneprov, Russia's Minister of Public Education, grew tired of the references education, but political leadership and responded accordingly. "You can go on kicking a horse when it's down if you want, but that will not make it get up." he said. "We need to find a horse that we ran ride on together, and maybe then we will

Vladimir P. Shorin, chairman of

science of the Russian parliament, rose from the audience to "correct

It was not true, he said, that crease the likelihood of corruption. things were being done in the same ways as in the Soviet era. "We have legislation now in parliament that will provide the basis for a new education system and the formation of new organizations to be involved in scholarly and educational exchange," he said.

"Our government has taken steps to eliminate the monopolization of science and has set up a billion-ruble fund to support this.

"No system is perfect," he added, "and even under its monopoly position, our academies achieved a great deal in all kinds of science."

Vladimir G. Kineley, chairman of Russia's State Committee on Higher Education, said in an interview that university reforms being undertaken included the introduction of systems to license, accredit, and rank educational institutions.

Other reforms, he said, dealt with a general diversification of higher education and decentralization of its management, as well as changing the content of the social sciences and retraining professors.

### Kyrgyzstan's New Education Minister Has Ambitious Blueprint for Reform Continued From Page A35 higher education include the legal-

and mountainous land on China's Northwest border.

Ms. Djakipovæsaid standardized - arship system. testing was the first education contry that has largely determined who would gain access to higher former Soviet republics, she said. een destroyed by this system."

follone million students. The highin Bishkek, the capital,

## Corruption, Protectionism'

Speaking sometimes in English but mostly in Russian through un ism" had, up to now, prevented the from having much impact on edu-cation. That, she said, should start

Illiteracy, she said, is virtually
In the chart of the constant of the c to change next month, when reforms take effect.

content, the changes in country's third language.

ization of private institutions and the establishment of a merit-schol-

Teachers and professors, who cept she planned to burrow from had worked under a "tenure for the West. Basing university admis- life" system, will now be signed to sion on the results of such tests—annual contracts, a change that is would help put an end to the brib- expected to reduce corruption. The degrees offered at the uni-

versity are to be restructured along Education in Kyrgyzstun and other the lines of U.S. higher education. "The incompatibility of diplomas Right now our schools are in a made it difficult for us to integrate More healthy state than our univer- our education with that of other ity and institutes, which have countries," said Ms. Djakipova, who earned her doctorate at Mos-The country's 2,000 schools en-

For the time being, she said, conucation system includes four trol of higher education will remain institutes and the 13,000-student centralized. "Our institutes want University of Kyrgyzstan, located to be independent and elect their own chiefs, but from past experience we know they usually elect the worst neople because it's more comfortable that way," she said.

One change that Ms. Djakipova merpreter, Ms. Djakipova told of laments is the lowering of the level "Corruption and protection of compulsory education to 9 years from 11 because of scarce financial Amocratic changes in her country resources. "We worry about losing

of 4.5-million. Most students leave Bosides the move to standardschool knowing Kyrgyz and Rusized testing and the revamping of sian. She plans to make English the



cilities and poor pay for teachers, said. She quickly added, however, who earn only about \$5 a month.

According to the World Bank, the average per-capita annual in-"The bank told us we were above the world average in economic

The two big problems in the standing, even though we consider that the country was rich in re-

"We hope and have faith," she come in Kyrgyzstan is \$1,000. said, "that in the near future things will get better."

## 'Some Old Rules Still Apply'

Turkmenistan's Minister of Education, Nursakhat Bairamsakhatov, said it was important for everyone to bear in mind that "even with these great changes, some of the old rules still apply."

Wesley A. Fisher, director of International Research and Exchanges Board programs with the countries of the former U.S.S.R., said: "You may not be aware of how bitter our experience was, having to deal with your bosses in the bureaucracy all those years, and it now would be good to try to. do it in a new way."

Mr. Fisher said Russia and its schools, she said, are rundown faourselves poor," Ms. Djakipova neighbors should establish "a central point of access" for foreign scholars to assist them in their research. He also called for support for electronic-communication links. that would enable scholars to have direct and instantaneous contact "on a non-commercial basis."

## Palestinian Universities Struggle to Return From Years of Closure

Continued From Page A35 campuses-the original one in the town of Bir Zeit and a new one on the road to Ramallah—have been off-limits to its administrative staff. faculty members, and students for marre than four years.

During that time, Bir Zeit succeeded in establishing a system of off-campus classes that functioned as a sort of underground university and now serves some 2,000 students. Still, the university has no access to its library, laboratories, and other vital facilities.

A spokesman for the Israeli civil administration on the West Bank said Bir Zeit will be allowed to reopen when the civil administration and Ministry of Defense are satisfied that it will not serve as a center மீ anti-Israel agitation.

Two weeks ago, when the Israeli army extended Bir Zeit's closure order for two more months, it also said it would begin consultations with officials of the institution on the question of reopening it.

#### Uprising Is in Its 5th Year

The attempt by the institutions to return to normal while the Palestinian uprising against Israel---the Intifuda-continues has been at best only partly successful. The continuation of the uprising, which is now in its fifth year, means curfews and travel restrictions that often prevent students from getting ເປັນheir campuses. And the political atmosphere in the occupied territories remains charged.

"It's not easy for a student from

Deheishe to have a clear mind for study." says Musa Darwish, Beth-Jehem University's press spokesman. Deheishe is a refugee camp on the West Bank that is the site of frequent clashes between Palestinian activists and the Israeli army.

In an effort to keep campus polities under control, the Bethlehem University Student Council recently decided to ban from the campus any activists who mask their faces-a practice typical of those who lead the stone throwing and slogan painting, and of those who have attacked Israeli soldiers and

"We felt that in an academic institution it is not a good thing to have masked people walking around," explains Ibrahim Salib, a member of the Student Council.

Mr. Salib contends that the Israeli army occasionally sends soldiers disguised as masked activists to infiltrate campus political organizations. A spokesman for the Israel Defense Forces said he had no comment on whether Israeli soldiers had used disguises to enter the Bethlehem campus. The army never discusses its strategies and means of action, he said.

Mr. Salib argues that students are now willing to regulate political activity on their campuses.

"Before the Intifuda the universities were the only places where there were demonstrations and political activities," he says. "Now there are demonstrations all over."

The shift in the pattern of student political activity is not the only



change from pre-Intifada days. No less significant is the number of entering freshmen. The years of closure produced a huge pool of highschool graduates anxious to get a college education but prevented from starting their studies. The economic depression that has accompanied the uprising in the West Bank has only increased their numbers. Families that once would have sent their children to study abroad can no longer afford to.

Bethlehem University, a Roman Catholic institution sponsored by the Vatican, has just begun its fourth semester since being allowed to reopen at the end of 1990. It has 1,050 freshmen, two and a half times as many as in a normal

entering class. And many of the freshmen are unprepared for college. All high schools were closed by the Israelis for several months during the first year of the Intifada. and even when they reopened. many students preferred the action on the streets to the classroom.

### 'It Must Be a Policy Decision'

Anton DeRoeper, a member of the Christian Brothers order who is Rethlehem's vice-chancellor, says the Israeli army has kept its distance from the campus and has not interfered with the university's onerations, "It's very different from how I knew if from before, so it must be a policy decision," he

Some say a severe shortage of funds is a more immediate threat to the future of Palestinian higher education than are the Israelis. Since the Persian Gulf war, the outside money on which the West Bank universities always depended for most of their budgets has dried up. The Association of Arab Universities, which has served as a conduit through which financial support from Arab countries and Palestinian organizations was provided to the Gaza and West Bank universities, has transferred no funds for the past five months.

Most of the money came from Iraq, Saudi Arabia, Kuwait, and the other Gulf States, and those countries are no longer giving money to the association," reports Gabriel Baramki, vice-president of Bir Zeit University. The funds dried up, he explains, both because of the costs of Iraq's invasion of Kuwait, and as a result of the changing political alliances in the region. Since the Palestine Liberation Or-

ganization sided with Iraq in the war, Kuwait, Saudi Arabia, and other Gulf States have cut off their support for Palestinian causes.

Mr. Baramki declines to say how much the Palestinian higher-education system has lost in outside financing over the last year, but does say that all institutions are currently dipping into their employee pension funds to meet their payrolls.

The universities also are getting less money in tuition than they used to. Tuition charges always have been extremely low at Palestinian universities and have covered on the average only about 15 per cent of operating costs. None of the Palestinian universities has un endowment of any kind. But tuition rates—quoted in Jordanian dinurs-have remained static nominally since before the Intifuda, and have not been raised even to take into account the dinar's significant

The lack of funds and late payment of salaries have led to labor disputes on several campuses.

The financial crisis is likely to peak in the next few months, Mr. Baramki says, as staff and faculty contracts come up for renewal. If contributions from Gulf states do not resume and no new sources of funds are found, he adds, the universities will have to close down some of their departments and op-

Still, the Pulestinian university community remains optimistic perhaps because it has no other

"A lot of vesterday's dire predictions have not come to pass." Brother DeRoeper says. "The future is not in our hands, so we just

ed. (There is now a separate de-

partment for each racial group.)

He replied, as he had done con-

sistently in the past, that such a

step required changing the consti-

tution, and he therefore would

We Have Already Started'

Mr. de Klerk said his reform

program's landslide victory did

not give him the authority to

"suddenly start doing important

things unilaterally which we have

already agreed should flow from

negotiations." He said, however.

that administratively "we have

already started to do fundamental

not take it on his own.

A FIER months of speculation, last week George Nigh, Aformer Governor of Oklahoma, was named president of the University of Central Oklahoma. He will succeed BILLIArd, the university's president for the past 17 years. Among those present for the announcement was Oklahoma's current Governor, David Walters, who said: "In a Presidential election year, a lot of governors around the nation aspire to be President. I just didn't think George would make it this fast."

There is a requirement in Texas that the Board of Regents of the University of Texas System make a public announcement 21 days before electing a "chief executive officer of any component institution of the System." Last week the board gave such notice concerning the chancellorship of the system. However, in anunusual turn, there was only one finalist: William H. Cunningham, president of the system's Austin campus. If Mr. Cunningham is elected at the regents' meeting scheduled for April 9 in San Antonio, he will become the seventh chancellor in the 109-year history of the University of Texas, and will succeed Hans Mark, who returns to teaching and research September 1.

The third time was the charm for Melvin J. Reynolds. Afterlosing to him in the last two primaries, Mr. Reynolds waincumbent Rep. Gus Savage in the Democratic primary in Illinois last week. Mr. Reynolds, a former Rhodes Scholar, has been a member of the faculty at Roosevelt University, where last year he taught a course called "Politics Inside Chicago."

Pete Chalos, the mayor of Terre Haute, Ind., did not consult Indiana State University before he issued a press release saying the university should consider Norman Schwarzkopf in its search for a new president. The retired general was not among the finalists named last week.

Last week David P. Gardner, who will retire October 1 as president of the University of California, was named to succeed Roger W. Heyns as president of the William and Flora Hewlett Foundation on January 1. Mr. Heyns, a former chancellor of the University of California's Berkeley campus, will continue as a director of the foundation, of which he has been president for 15 years.

As part of a settlement with a black administrator at the University of Minnesota, Dayton's chain of department stores has apologized. Alonzo Newby, minority-affairs coordinator for the College of Biological Sciences, charged that two white security guards had beaten him after falsely accusing him of shoplifting. In a statement, Dayton's said, "We sincerely regret and apologize that Mr. Alonzo Newby was mistakenly stopped and felt mistreated by our staff. If we have failed to provide a comfortable shopping environment to any member of the community, and specifically the several communities of color, we sincerely apologize." Mr. Newby said he would donate \$10,000 of the Indisclosed cash settlement (reported to be at least \$100,000) to the university for minority scholarships.

John H. Kelser, fired last September as president of Boise State University, is one of the seven finalists to Succeed Thomas J. Clifford as president of the University of North Dakota.

# **Gazette**

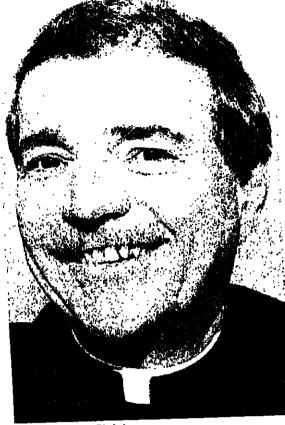
APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS



John H. Crabtree Furman University



Mary Beth Almeda University of California Extension



Rev. Howard P. Bleichner Catholic University of America





Claire Etaugh Bradley University

## Universities Hope de Klerk Landslide Will Revive International Contacts

### By LINDA VERGNANI

CAPE TOWN The landslide vote last week to continue constitutional negotiations toward a post-apartheid government ended fears here of a renewed academic boycott and opened the way to foreign investment and greater ties with univer-

sities overseas. Robert Charlton, vice-chancellor of the racially open University of the Witwatersrand, said he hoped American universities "would change their stance to divestment in view of the outcome of the referendum."

#### A 'Great Advantage'

Mr. Charlton said he was "absolutely delighted" with the vote. world of learning, which have already started to become much freer, will continue to blossom. and this will be to the great advantage of the country and its people," he said.

[Some college officials in the United States said the overwhelming Yes vote proved South Africa was irreversibly headed for a multiracial government. Reinvestment, they said, would bring the economic growth necessary to quicken the change. "There is no real practical point in maintaining a posture of disin-



Students in Cape Town celebrate after learning that South African whites voted overwhelmingly to support the government's steps to dismantle apartheid and negotiate a new multiracial government.

berg, president of Lafayette Coltil changes in South Africa are erendum's victory was the death available resources. That step, he available resources.

added.

vestment," said Robert I. Rot- American colleges must wait un- dent F. W. de Klerk said the ref-

Wayne State University.]

lege, which never had a divest- made permanent by law, "Ratifi- knell of apartheid, ment policy. The vote should encourage colleges to "abandon the moment to start the reversal Klerk was asked whether he had what he termed "the national ed-

divestment policies as outdated of divestment policies," said Da- changed his feelings about the ucation disaster." and no longer purposeful," he vid Adamany, president of possibility of creating a single unified education department be- Julie Nicklin in Washington con-Others disagreed. They said ... In his victory speech, Presi- fore a new constitution was draft-

reforms" in education. John Samuel, head of the African National Congress's education department, said he agreed that revamping the organization of the education system should

wait for an interim government. However, he said all government education officials could be brought together now under a central authority to talk about such issues as the best use of said, could lead to some shortterm progress toward solving

## ■ New college and university chief executives: College of Notre Dame of Maryland, Sister Rosemarie Nassif; Georgia State University, Carl V. Patton; Lander College, William C. Moran; Stanford University, Gerhard Casper; University of Central Oklahoma, George Nigh; Wheaton College (Mass.), Dale Rogers Marshall.

■ Other new chief executives: William and Flora Hewlett Foundation, David P. Gardner; New York Academy of Sciences, Rodney W. Nichols.

## Appointments, Resignations

study at U. of California exter Mary Beth Almeda, director of the extension unit's new Center for Media and Independent Learning. John B. Attansalo, director of the institute for international peace studies at U. of Notre Dame, to dean of the school of law at Saint Louis U., effective July I. Forsat C. Benedlet, director of human-resource services at U. of Missouri System, to director of human-resource management at Louisiana State U. See Marquis Blahop, assistant dean for graduate studies and professor of psychiatric and mental-health nursing in the school of nursing at U. of South Florida, to dean of the college of nursing at U. of the college of nursing at U. of South Florida.

school of nursing at U. of South Florida. to dean of the college of nursing at U. of North Carolina at Charlotte.

The Rev. Howard P. Bleichner, executive director of the Secretariat for Vocations and Priesrly Pormation at National Conference of Catholic Bishops (Washinstence of Catholic Bishops (Washinston), to rector of the Theological College at Catholic U. of America.

Kevin 1. Boatright, director of university communications and special projects at U. of Wisconsin at Pigtteville, to special assistant to the vice-president for university.

services in the department of human re sources at Wright State U., to director of

the department.

Gerhard Caspar, provost of U. of Chicaso.

to president of Stanford U., effective
September I.

John H. Crabtree, vice-president for academic affeirs at Purman U., has and

nounced his retirement, effective Decem-

ber 31.
John F. Dietrich, dean of student affairs at Dalton College, to dean of students at Dowling College.
Claire Etaugh, professor of psychology at Bradley U., also to dean of the college of liberal arts and sciences. liberal arts and sciences. Rebecca Shellman Flowelling, useristant t

Rebecca Shellman Flewelling, assistant to the president at Tufts U., to assistant to the president at Brown U. Timothy fullet, professor of political science at Colorado College, to dean of the college, effective in July.

David Grimm, director of communication for City of Boulder, Colo., to director of media relations at U. of Colorado.

Kermit L. Hall, former professor of history and of law and director of faculty development.

ident for admissions and financial aid. Patricia Hamandez, associate general cou sel at Texas Tech U., to director of con-

tracting and risk management.

Wyatt B. Johnson, consultant in Pennsylvania, to director of alumni relations at Lincoln U. (Pa.). Anthony Jones, president of the school of the Art institute of Chicago, to director of

Royal College of Art (London), effective

in September.

Rema Hill Kay, professor of law at U. of
California at Berkeley, to dean of the
school of law, effective July 1.

Steve Kerr, director of development for athletics at Butler U., to director of the an-

musi fund.

Margaret L. Langan, assistant vice-pressed dent for operations at U. of Scranton. to associate vice-president.

Continued on Following Page.



### Gazette

## Gazette

our d'Erone Préceding Pose Harry J. Learny, head of AT&T Frierry Sys-tems Research and Development (Dal first, to director of the applied-research

Bill Ullard, president of U of Central Oklafective June 30 Jean S. LeGros, associate director of admis-

sions at Mount Holyake College, to direc ment at Gettysburg College.

Rogers Marshall, academic dean a ellestey College, to president of Whea-

ton College (Mass.).

John J. MeLoughlin, associate director of development at Graduate School and University Center of City U. of New Seed. fork, to director of corporate and four lation giving at State U. of New York a

William C. Moran, vice-president for acti demic affairs and dean of the college at Francis Marion College, to president of Lander College, effective July 1.

Slater Renomaria Massif, executive vice president of College of Notre Danie of Maryland, to president, effective July George Nigh, former Governor of Oklaho ma, to president of U. of Central Oklaho

ma, effective July 1.

Carl V. Patton, vice-president for academic affairs at U. of Taledo, to president of ... Georgia State U. William H. Reid, adjunct professor in the

Center on Rural Ederly at U. of Misse at Columbia, to chairman of social sciences at Marythurst College. Rosalyn C. Richman, regional president of Crohn's and Colitis Foundation of Ameri-

to the president at Hahnemann U. Nancy Roderer, acting director of the health-sciences library at Columbia U., to director of the medical library in the o director of the medical libra chool of medicine at Yale U.

lphia), to executive assistant

Yncov Shamash, director of the school of electrical engineering and computer so ence at Washington State U., to dean of the college of engineering and applied sciences at State II, of New York at Stony Brook, effective August 15. Clodus R. Smith, president of Lake Eric

College, has resigned.

Malinda M. Smutek, member of the faculty at Germaine Lawrence School (Arlington, Mass.), to director of general educ tion and of the Chelsea campus of Bunker Hill Community College.

Morris G. Wray, assistant general secretary for colleges and schools at General Board

of Higher Education for the United Meth-odist Church (Nashville), to vice-presi-dent for internal affairs at High Point U. James H. Young, chancellor of U. of Arkan-sas at Little Rock, has announced his re-tirement, effective December 31.

#### IN THE ASSOCIATIONS

Constanting W. Curris, president of U. of Northern Iown, has been named chairman of the national board of directors of American Humanics Inc.

Donald Freeman, professor at School for International Training, has been elected president of Teachers of English to Robert J. Myerburg, chief of the division of cardiology at U. of Miami, has been named president-elect of Association of University Cardiologists.

MISCELLANY

REQUESTS FOR PROPOSALS

announces its

Request For Proposals:

Initial-Eligibility Clearinghouse

The NCAA is soliciting proposals from third parties to develop and administer an initial-eligibility clearinghouse on behalf of its 516 Divisions I and II member institutions.

For further information and the Request for Proposal, contact:

Daniel T. Dutcher

Director of Legislative Services

NČAA

6201 College Boulevard

Overland Park, Kansas 66211-2422

913/339-1906 (phone)

913/339-0032 (facsimile)

of \$1,500 to \$3,000 each.

The deadline for submission of proposals is May 6, 1992.

Thomas M. Coffman, vice-chancellor for university advancement at U. of Missouri at Rolla, to executive vice-president and chief administrative officer of Orthopae-dic Research and Education Foundation

(Chicago).

David P. Gardner, president of U. of California.

nia, to president of William and Flora Hewlett Foundation, effective January I.

**NCAA** 

The iHA Office on Education was established to promote development education at the undergraduate level. The Office's comprehensive Curriculum Development Program is anchored by blennial

institutes for college faculty, and also offers a range of supporting programs to further facilitate undergraduate curriculum development, including Hunger TeachNet, a quarterly newsletter; a

Curriculum Development Guide with substantive and pedagogical readings for faculty; and The

Matching Fund Grants Program, which provides financial means for college faculty to organize

The Program seeks grant proposals for projects such as institutes, seminars, or workshops that

promote development education in the undergraduate curriculum. The deadline for applications is

Interfaith Hunger Appeal

Office on Education

475 Riverside Drive, Suite 635

New York, NY 10115

(212) 870-2035

Interfaith Hunger Appeal · Office on Education

May 15, 1992. For an application, or more information, please contact:

**National Collegiate Athletic Association** 

1-3: Student recruitment. "Developing a Creative and Effective Recruitment and

November 14 in Pensacola, Fla.

Jack S. Gray, 81, former busketball coach

Deaths

Bernard Hendricks, 51, director of student aftairs at Florida A&M U., March 2 in Tallahausec, Fla. Talianassee, Thi.
John Keeppe, associate professor of bioloay at U. of North Carolina at Chapet Hill,
January 19 in Chapet Hill, N.C.
Hellmut Lehmann-Haupt, 88, former pro-

Bernard R. Gifford, vice-president for edu-

Virginia A. Hodgkinson, vice-president fo

research and executive director of the Nutional Center for Charitable Statistics

at Independent Sector, has announced her resignation, effective in December.

Rodney W. Nichola, former executive vice-president of Rockefeller U., to chief ex-

ecutive officer of New York Academy of Sciences.

Richard J. Colwell, 63, former professor and chairman of English at St. Clair County Community College, February 21 in Port Huron, Mich.

Robert E. Graig, 65, president of East Tex-as Baptist U., March 4 in Murshall, Tex.

Charles E. Dickerson, II, 48, instructor in history at Glendale Community College and former director of third-world affairs at Carleton College, March 4 in Roches-

Palmer Lowell Edwards, 68, professor

emeritus of physics at U. of West Florida.

Apple Computer Inc., has re-

fessor of library science at U. of Missouri ut Columbia and former curator of the rare-hook department in the library at Columbia U., March 11 in Columbia, Mo. Richard C. Nelson, 77, professor emeritus of physics at Ohio State U., March 3 in

Columbus, Ohio. Paul E. Patten, 71, former footbull coach at St. Lawrence U., January 24 in Sarasota,

classics at State U. of New York at Buffulo, March 9 in Amherst, N.Y.

James R. Westman, 81, former professor of biology at Rutgers U., February 25 in Naples, Fla.

## **Coming Events**

A symbol (=) marks items that have not appeared in previous issues of The Chronicle.

1: Teaching. "Involving Students in Their Own Learning." workshop, Massachu-actts Faculty Development Consortium, Bridgewater, Mass., and Holyoke, Mass. Contact: Susan A. Holton, (508) 697-1201 рг Murray Schuman, (413) 538-7000, схі.

2-4: Nursing education. "Tenching and Assessing Nursing Student Abilities: a Seminar on Alverno College's Ability-Based Curriculum," Alverno College, Milwaukee. Contact: Alverno Institute, (414) **l: Renaissance atudies.** Meeting, South-

Central Renaissance Conference, North-east Louislana University, Monroe, La. Contact: Herbert Turrentine, Meadows School of Fine Arts, Southern Methodist **GRANTS AVAILABLE FOR DEVELOPMENT EDUCATION** University, Dallas 75275.
2-4: Teaching. Conference on teaching is In 1992, iHA's Office on Education will offer 10 to 15 Matching Fund Grants the freshman year, University of South

Carolina and other sponsors, Kansas City, Mo. Contact: (803) 777-6029. 2-4: Vature. Annual conference on value inquiry, American Society for Value Inquiry and The Journal of Value Inquiry and The Journal of Value Inquiry, Madison, N.J. Contact: Thomas Magnell, (201) 408-3843 or Robert Ginsberg, (215) 892-1424

for Advancement and Support of Educa-tion, Chicago. Contact: (202) 328-5900.

1-4: Critical thinking. "Critical Thinking! Critical Literacy: the Challenges of Tech-

nology, Culture, and Creativity," conference, Oakton Community College, Chi

cago. Contact: Lorenz Boehm, (708) 635-

L-4: Institutional advancement. District

conference, Council for Advancemen

verno Institute, (414) 382-6087.

sponsors, Kan: (803) 777-6029.

Freshman-year experience. "Freshn

: Fund raising. "Volunteer Management.

seminar, Nova University, Fort Lauder-dale, Fla. Contact: Nova University, Of-fice of Continuing Education, 201 Mail-

man-Hollywood Building, 3301 College Avenue, Fort Lauderdale, Fla. 33314.

2-3: Academic advising. Regional conference, National Academic Advising Asso-

Sullivan (303) 492-8811.

ciation, Boulder, Colo. Contact: Judy

2-3: Ethics and health policy. "Making Choices in Health Care: an Ethics and Heulth-Policy Conference, University of Muryland, Baltimore. Contact: Sara T. Fry. Room 402, School of Nursing. Uni-

versity of Maryland, 655 West Lombard Street, Baltimore 21201.

2-4: Computers. "Information Technologies: Critical Choices for Challenging Times," workshop, Council of Independent Colleges and other sponsors, Pitts-

burgh, Contact: Russell Garth, (202) 466-7230.

2-4: Leeblan and gay studies. "Making It Perfectly Queer." national graduate-stu-dent conference on lesbian and gay stud-ies. University of Illinois and other spon-

sors, Urbana, III, Contact: Cris Muyo, Department of Education Policy Studies, University of Illinois, 360 Education

Mentoring Association, Knickerbocker

Hotel, Chicago. Contact: NMA, Office of

Conferences and Institutes, Western Michigan University, Kalamazoo, Mich. 49008-5161; (616) 387-4174.

2-41 Music. Meeting, Southeastern Historical Keyboard Society, Agnes Scott College, Decatur, Ca. Contact: SEHKS, 2516
East Fifth Street, Charlotte, N.C. 28204.

2-4: 19th-century studies. "Color and Colorfulness in 19th-Century Life and

Art." meeting, Southeastern 19th-Centu-

ry Studies Association, Tampa, Fla. Contact: Jadviga M. da Costa Nuncz, Art De-

partment, Muhlenberg College, Allentown, Pa. 18104-5586.

4: Nursing. National conference on nursing and space-life sciences. University of

Alabama and other sponsors, South Shore Harbour Resort and Conference

Center, League City, Tex. Contact: (205) 895-6186.

III. 61820.

ig, South Sixth Street, Champaign,

Kansas City, Mo. Contact:

2-5: Genetics and philosophy. 'Genes and Human Self-Knowledge: Historical and Philosophical Reflections on Modern Genetics," conference, University of Iowa, Iowa City. Contact: Robert Weir, Bio-

University of lowa, lowa City 52242.
2-81 History. Annual meeting. Organization of American Historians, Palmer House, Chicago. Contact: Oatt, (812) 855-7311.

Chicago. Contact: OAII, (812) 855-7311.

2-5: Philosophy. "Vedanta Philosophy and Vivekananda Pre-Centennial," meeting, International Congress of Vedanta. Miami University. Oxford, Ohio. Contact: S. S. Rama Rao Pappu, Philosophy Department, Oxford, Ohio 45036.

2-5: Students. National conference on student services, Collegiste Conferences Inc., New Orleans. Contact: Rick Morgan, (608) 273-0350.

2-6: Technology. "Inventing the Future: New Technology, Perception, and Meaning," conference, University of Ballimore and other sponsors, Baltimore. Contact: (410) 234-3920 or (410) 625-3294.

3: Land-grant Institutions. "Enhancing the Bulting of the Land-Contact Page 100. 3: Land-grant Institutions, "Enhancing the Future of the Land-Grant System: a Dialogue on Environment and Society." conference, National Academy of Sciences, Irvine, Cal. Contact: (202) 334-2138.

3-4: Curriculum. "Internationalizing the Curriculum," conference, Murray State University and other sponsors, Escative Inn, Paducah, Ky. Contact: Cela Wall, (502) 762-4152, fax (502) 762-411.
3-4: Higher education. Seminer for department chairs, Council of Colleges of Any and Sciences, Holiday Inn-Westport, St. Louis. Contact: Richard I Heat.

Louis. Contact: Richard J. Hopkins (614) 292-1882.

1614) 292-1882.
3-4: International issues. "The Soviet Union and Eastern Europe: the Collapse of an Empire," annual world-affairs conference, Quad-Cities World Affairs Council. Deere and Company Administrative Center, Muline, III. Contact: (217) 333-1455.
3-4: Literature. Conference on contemporary literature, Kennesaw State College. Marietta, Ga. Contact: Greg Johason, Department of English, Kennesaw State College, P.O. Box 444, Marietta, Ge. and Support of Education, Hyatt Regency Hotel, Albuquerque, N.M. Contact: CASE, (202) 328-5900. 2: Assessment and teaching. "A Day at Alverno College: a Seminar on Teaching and Assessing Student Abilities." Alverno College, Milwaukee, Contact: Al-Seminar Instructor Training," workshop, University of South Carolinu and other

College, P.O. Box 444, Mariella, Ga. 3-4: Medieval studies. "Barbarian Europe and its Legacy, "colloquium, University of the South und other sponsors. Sewance, Tenn. Contact: Susan Ridyard. (615) 598-1531.

3-4: Musto. Regional meetings, College Music Society. Southern Methodist University. Dallas. University of Delaware. Newark. Del., and University of Kentucky. Lexington. Ky. Contact: CMS. (406) 721-9616.

(406) 721-9616.

3-4: Philosophy. "Teaching Applied Ethics: Business and Environmental Finites," conference, Association for the Development of Philosophy Teaching, Rossevelt University, Chicago, Contact: Bob Lichtenbert, 1823 West Barry Street, Chicago, 60657.

April 8 M T W T F & 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

3-5: Cognitive solence. "Cognition and Representation," conference, State University of New York, Buffalo, N.Y. Contact: Center for Cognitive Science, 61
Baldy Hull, State University of New York, Buffalo, N.Y. 14260.

ference, Phi Beta Delta, Honor Socie ference, Phi Beta Delta, Honor Society for International Scholars, Boston Unversity, Boston. Contact: Karen Bosman, PhD. Boston University. School of Education, Boston 02215.

3-5: Minorities. Conference for black indergraduate students, Fund for Theoloical Education. Washington. Confect 1778, (212) 870-2038.

3-5: Philosophy. Meeting. New Mexico and

3-5: Philosophy, Meeting, New Mexico and West Texas Philosophical Society, San Antonio, Contact: H. G. Alexander, P. losophy Department, University of New Mexico, Albuquerque, N.M. 87131. Sef: Social sciences. "Perspectives on Utility." conference, International Society for Utilitarian Studies, University of Western Ontario, London, Ontario, Co-

Western Ontario, London, Ontario, Cottact: D. Long, Department of Poliical Science, University of Western Ontario. London, Ontario N6A 5C2.

3-6: Writing. "Writing Across the Curiolum: Workshops on Program Plannia and Teacher Training." Troy State University, Troy, Ala. Contact: Joan Word. (205) 670-3349.

4: Education. "Multicultural Perspectives." the Challenge to Today's Educations.

4: Education. 'Multicultural Perspectives—the Challenge to Today's Eductors,' symposium on education and social change, Society for Educational Reconstruction, New York, Contact:
Angela Raffel, (914) 358-7652.
4: Education. "A Tale of Three Cities—
Chicago, Chelsea, Philadelphia: Rehinking and Reframing Educational Reform,
forum, University of Pennsylvania, Philadelphia. Contact: Jill Nagle, Assistal
Director, Development and Alumni Reltions, Graduate School of Education,
University of Pennsylvania, 3700 Wahni Street, Philadelphia 19164-62/6; (219) 3, 1918-1919.

898-9794.
4: Philosophy. "Ethics in a Pluralistic Society." graduate-student conference, Salat Louis University, St. Louis. Confact: Kelley J. Weils, Philosophy Department. Saint Louis University, 221 North Grand Boulevard, St. Louis 63103.
4: Philosophy. Meeting. Mississippi Boulevard, St. Louis 63103.

4: Philosophy, Meeting, Mississippi
Philosophical Association, Starkvilk,
Miss. Contact: Tim Lytle, Department of
Philosophy, and Patient Mississippi
Philosophy, and Patient Mississippi

Philosophy and Religion, Mississiph State University, Starwille, Miss. 3762.

4-7: Education. "Transforming Learning Paradigms, Practices, Possibilities." Brush conference for Smeth Paradigms, Practices, Possibilities, Braudigms, Practices, Possibilities, Braudi conference, Association for Supervision and Curriculum Development, New Orleans, Contact: ASCD, 1250 North Pitt Street, Alexandria, Va. 22314-979.

4-8: Humanities, "Rhetoric Old and New From Notker to Nietzsche and Beyond, research conference, National Endowning for the Humanities and University of Chicago, Chicago, Contact: Samuel P. Jaffe, (312) 702-8494.

y University Business Officers, Jack-

Ball Bilding. "Scize the Opportuni-ble find finishing. "Scize the Opportuni-ble finishing. Institute for Charitable faints. San Diego Marriott Hotel, La Jol-tel. Contact: ICG, (312) 222-9757, fax all? 222-941. 54 Robeaust. "Voices: Institutional and bridge finishing finishing finishing finishing family conference on Christianity and \$100casts, Rider College, Lawrence-ant Contact; Holocaust/Cienocide

Miles and Rider College, Lawrence-rik, N.J. Contact: Holocaust / Genocide Bource Center, Rider College, (609) 85-345, fax (609) 896-8029. 85-145 fax (609) 896-8029. 85-145 fax (609) 896-8029. 85-145 fax (609) 896-8029. 86-155 fax (609)

Contact: Wills Reed or Kutthy Putnier, 1939 333-2280.

54: Philosophy. "The Development of the Foundations of Mathematics," symposem, Boston University, Boston, Contact Robert S. Cohen, Center for Philosophysical History of Science, Hoston

only and History of Science, Boston Voicesity, Boston 02215.

8-8: Computers. "Super!" conference, In-ternational Business Machines Corpora-tion, Pennsylvania State University, Unieraily Park, Pa. Contact: Jeff Almone (814) 865-0836, or Ted Rusch, (404) 238-

i-8: Higher education. "Reclaiming th Public Trust: Costs, Quality, Commitments," unmial conference, American Association for Higher Education, Chica

Association for righer Education, Chicago, Hilton and Towers Hotel, Chicago, Contact: AAHE, (202) 293-6440.

5-8: Humanities. "The Spanish Jews and the Expulsion of 1492," research conference. National Endowment for the Humanities, University of Southern Culifornia Law Appulse. Contact: Medical Property Medical nia, 1.0x Angeles. Contact: Moshe Lazar. 3-8: Student personnel. Conference

Original States of College and University Housing Officers, Southern Oregon State College, Ashland, Ore. Contact: Kuy Rich, (20h) 676-2971, 5-8: Student-success courses: Four-day workshop on student-success courses,

College Survival Inc., Washington, Contact: CSI, (800) 528-8323, fax (605) 343-7553.

8-7: Publications. "Publishing an Effective Newsletter." workshop, Council for Ad-vancement and Support of Education, Omni Biltmore Hotel, Providence, R.I.

Contact: Case, (202) 328-5900.

2-8: Accreditation, "Accreditation for Edu cational Effectiveness: Assessmen Fools for Improvement," national syr posium, Council on Postsecondary Accreditation, Washington, Contact; COPA (202) 452-1433, fax (202) 331-9571.

12027 322-1433, fax (202) 331-9571.

-Be Corporate education. "Capitalizing on Today's Corporate Education Opportunities," conference, Corporate Education Forum, Colonnade Hotel, Boston, Contact: Ellen Rosenberg, (617) 862-4030, fax (617) 862-2355.

663: Fund rateing, "Knowing the Essentials," seminar, John Brown Limited, Harvard Club, New York, Contact: JBL. (603) 924-7898. 8-8: Fund relaing. "Matching-Gift Forum."
Council for Advancement and Support of Education, Forum Hotel, Chicago, Con-IRC1: CASE, (202) 328-5900.

6-10: Fund relaing. "Utilizing Planned-Giving Concepts to Raise Major Gifts." seminar. Converse and Associates, Peabody

Hotel, Memphis, Contact, Converse and Associates, (901) 684-1181, fax (901) 683-: Minorities, "Student-College Interview

Session," Southeastern Regional Office of National Scholarship Service and Fund for Negro Students, Physicager Ship Terminal, New York, Contact: (404) 577-

Adult Student," workshop, Council for Advancement and Support of Education, Forum Hotel, Chicago, Contact: CASE,

Forum Hotel, Chicago, Contact: CASE, (202) 328-5900.

8t Minorities, "Increasing Manority Participation in Math-Based Disciplines," videoconference, California State University at Long Beach, Contact: University Extension Services, California State University, 1250 Hollflower Boulevard, Long Beach, Cal. 90849-8002; (310) 985-2826.

8t Multicutural studies. "1492: Intersections and Convergences," conference Long Island University, Brooklyn, N.Y. Contact: Bernice Braid, (718) 488-1049.

8t Technology, "Educational Technology and Interactive Strategies," videoconference, George Washington University.

Contact Braden Kuhlman, (800) 476

American Society for Aesthetics, Pacific tirove, Cal. Contact Peg Brand, Philosothy Department, University of Oregon.

Rustee Leadership in Fund Raising."

Workshop, Conneil for Advancement and
Trustee Leadership in Fund Raising." Support of Education, New Orleans, Contact: CASE, (202) 128-5900. 8-10: Student recruitment. "Developing

Creative and Effective Recruitment and Retention Program," workshop, Council for Advancement and Support of Education, Forum Hutel, Chicago Contuct LASE, (202) 328-5900.

8-11: Business education. "How to Devel-op and Implement Effective Programs." international conference. National Association of Small Business International Trade Educators, Marriott flotel, El Paso, Contact: Small Business Develop-ment Center, El Paso Community College, Suite 202, 103 Montania, Et Paso Continued on Following Page

## CONFERENCES, CALLS FOR PAPERS

## **GEORGE MASON UNIVERSITY Center for Professional Development**

announces

## The 10th Annual Conference on Nontraditional/Interdisciplinary Programs

May 10 - 13, 1992 Virginia Beach, Virginia

For a decade George Mason University's Nontradition-Minterdisciplinary Programs Conference has brought together scholars, teachers, and administrators from an army of disciplines and institutions to showcase current theoretical and applied research on the theories and practices of nontraditional and interdisciplinary education. The conference program reflects the diversity and creativity found in nontraditional and interdisciplinary programs and will interest faculty and administrators from diverse academic disciplines and institutions.

One of the goals of this conference is to stimulate and improve interdisciplinary research and teaching by focusing, through paper presentations, workshops and roundtable discussions, on the major theoretical and practical issues of nontraditional and interdisciplinary education. The unifying theme of the plenary sessions is The Future of Nontraditional/Interdisciplinary Programs: Margin or Mainstream?

### Featured Speakers:

Billy O. Wireman, President Queens College Charlotte, North Carolina

Cynthia H. Tyson, President Mary Baldwin College Staunton, Virginia

Arnold R. Oliver, Chancellor Virginia Community College System

The conference registration fee includes a copy of the Proceedings, three continental breakfasts, three lunches, two receptions and one dinner. The advance registration lee is \$225; after April 17, 1992, the fee is \$325.

For registration information please call: (703) 993-2090

## Pan African Congress

DeSoto Hilton Hotel • Savannah, GA 31412

## Hosted by historic Savannah State College

The North American Pan African Conference will include 3 keynote addresses, multiple concurrent essions, a Banquet, an Awards Luncheon, and a Pan African Concert.

nvited Speakers include: John Henrik Clark (Honorary Chair, PAM (USA), Bill Cosby, Jimmy Carter, Jesse Jackson, Harry Belafonte, Ron Karenga, Amiri Baraka, Coretta Scott King, Stevic Wonder. (Mrs.) Mickey Lehand, Haki Madhibuti, John Jacob, Ron Dellums, Moleli Asante, Kwame Ture, Niara Sudarkusa, Walter Fauntroy, Askia Mohammed Toure, Betty Shabazz, Louis Farrakhan, Charles Rangel, Johnetta Cole, Spike Lee, Alice Walker, Bernice Reagon Juliuson, Bev Smith, Sylvia Hill, Pauulu Kamarakageo, Toni Morrison, Ed Gordon, Andy Young, Lena Horne, Ossic Davis, Sonia Sanchez, Na'im Akhar, Major Owens, Stephanio Hughley, Preston Wilcox, Nathaniel Johnson, Aime Cesar, Frances Cress Weising, Nathan Hare, Robert Staples, Ivan Van Sertima, Nathaniel Bracey, Malkiu Mbuzi Moore . . .

REGISTRATION INFORMATION\* Registration fees are charged on a per person basis. The registration fee includes the program fee meeting materials awards and access to all exhibits. Banquet and the Pan African concert admission must be purchased separately (see below). Conference rooms are being reserved at the principal conference site, the DeSoto Hitton until Friday, April 10th,

after which rooms will be open to the general public on a first come basis. After April 10 ( ) Conference Registration

Full payment of registration by check should be made payable to PAC (Pan African Congress) and sent to PAC c/o Dr. Ja Jahannes, P.O. Box 20059, Savannah State College, Savannah, GA 31304. For additional information call 912-358-2208.

#### — CALL FOR PAPERS —

Conference panels will be held on topics relating to issues which face African Americans in North America and Africans relative to the Pan African World. There will be panels on Economics, International Business, Politics, Culture, Women Issues, Education, Science and Technology, Health and Medicine, Youth. Special invitation is extended for papers on a Pan African perspective on Columbus, the History of Pan Africanism, new knowledge in the unfolding of African peoples, Halti, the IMF and the Caribbean, racism, and preserving the African American male. Abstract: Submit a title and a 200 word summary of your paper if you wish to participate on a panel. Send abstract to Dr. Ju Jahannes, P.O. Box 20059, Savannah State College, Savannah, GA 31404, before April 10, 1902. (Tel: 912-366-2208)

All meeting sessions will take place at the DeSoto Hilton Hotel, 15 East Liberty Street, Savannah, GA 31413, 912-232-0000. All meeting sessions will take place at the Desoit of Intol Month, 10 East Liberty States, Oryanish, OA \$1412, 912-232
Reservations 1-800/Hillitons. This luxury hotel is a landmark in the Savannah Historic district.

Hotel Reservation should be made directly with the BeSolo Hilton Hotel. Discounted Rules for the Conference are:

Single \_\_\_\_\_\$ 85.00 Double \_\_\_\_\_\$ 86.00 Twin \_\_\_\_\_\$ 85.00 Suite \_\_\_\_\_\$ \$175.00 and up. Additional person \_\_\_\$175.00 and up. Additional person per room up to 4 no charge. Children regardless of age, stay free in the same room as parents.

-----TRAVEL INFORMATION ---

For travel information call 1-800-Hiltons. Delta Airlines is offering special fares to the conference. Call 1-800-221-1212.

OTHER ATTRACTIONS: The Market Place—Arts, Fashions Crafts and Foods. Over 100 vondors. Historic African American Roots Tour.
Gullah Flims. Book Fair. Pool's Fest. Fashion Shows. Pan African Concert with the band Stereotype festuring Virtunia Tillery. Music: Juzz, Blues, Reggae, Rhythm and Blues.

For information on how The Chronicle can help insure the success of your organization's next meeting, call:

> Display Advertising at (202) 466-1080

## **Call for Case Studies**

## institute for Nonprofit Organization Management University of San Francisco

The Institute is seeking case studies to be published in its newly established Nonprofit Management Case Study Collection, a national resource for the teaching of nonprofit organization management. Possible subjects include, but are not limited to: governance, management of human resources, resource development, financial management, strategy and management of change, organizational effectiveness, and ethics.

Cases will be reviewed by a panel of experts and monetary prizes awarded for the best cases of the year.

For further information, please contact Ken Koziol, Curriculum and Publications Manager, Institute for Nonprofit Organization -Management, 4306 Geary Blvd., Suite 201, San Francisco, CA 94118-8004 (415) 750-5180.





## **Coming Events**

Continued From Preventing Page 8-41: Child care, "Summit in the Rockies Campus Child Care Leaders Accepting of Excellence," annual Air Challenge of Excellence," annual meeting, National Coalition for Campus Child Care, Breckenridge, Colo Contact: University of Colorado, Office of Conference Services, Department of Housing, Campus Hox 454, Boulder, Colo. 80309-0454; (303) 492-5151.

8-12: Archaeology, Annual meeting, Society for American Archaeology, Pittsburgh. Cuntact: SAA, Saite 200, 808 17th Street. N. W. Washington 2000b; (202) 223-9774. b\$22: Black studies. "Strategies for Developing an African World Perspective for he 21st Century," annual conference, Vational Council for Black Studies, Clarion Hotel, St. Louis, Contact: Francine C. Childs, (614) \$93-1307, Harbara Wood. (314) 658-2242, or NC 465, Ohio State Uni-Neil Avenue, Columbas, Ohio 43210; (614) 292-1035.

■ 9: Research. "The Genie in the Ge-

noine." interactive teleconference on the Human Genome Project, Virginia Polytechnic Institute and State University and NU(14, Contact: (703) 231-6551 or (405)

9-10: Academic advising. Regional conference. National Academic Advising Assocace, National Adademic Advising Asso-ciation, College of William and Mary, Williamsburg, Va. Contact, Randy Cole-man, 1804) 221-2476. 9-10: Academic advising, Regional confer-

ence, National Academic Advising Asso-ciation, Reno. Contact: Garry Hart, (213) 9-10: Academic advising. Regional confer ence, National Academic Advising Asso-ciation, University of Alabama, Birmingham, Alu. Contact: Nancy Walburn, (205)

934-6135. 9-10: Fund raising, "Assessing Foundatio and Corporate Funds: How to Write a Winning Proposal." workshop, Council oratories, Oriental, N.C. Contact: OR/ Ed. P.O. Rox 888, Oriental, N.C. 28571; (919) 249-3040.

■ 9-11: American studies. "American Encounters: Exploring the Great Plain symposium. University of Nebraska Lincoln Hilton Hotel, Lincoln, Neb Contact: Center for Great Plains Studies University of Nebraska, 1213 Oldfather Hall, Lincoln, Neb. 68588-0314; (402

 Hall, Lincoln, Neb. 68388-0319; 14027
 472-3082, fax (402) 472-1123.
 9-11: Education reform. "Education Reform." national institute, National Community Education Association, St. Paul Radisson Hotel, St. Paul, Contact: NCEA. Sure 209, 801 North Fairfax Street, Alexandric, Vol. 2711.1: (703) 683-6337 fax andria, Va. 22314; (703) 683-6232, fax (703) 683-0161.

9-11: Ethics and information. "Informatic in Contemporary Society: Ethical Issues." colloquium, University of Notre Dume, Notre Dame, Ind. Contact: Inforfor Advancement and Support of Educa-lion, Toronto, Contact: (ASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

9-10: Management, "Project Planning and Cost Control," workshop, OR/Ed Lab-

ence on college teaching and learning, Florida Community College at Jackson-ville, Omni Hotel, Jacksonville, Fla. Contact: Bill Murtin, Murtin Center for College Services. Florida Community College at Jacksonville, 501 West State Street, Jacksonville, Flu. 32202; (904) 632-3155, fax (904) 632-3393.

9-11: International studies. "Government Structures in the United States and the Former U.S.S.R.," conference, Hofstra University, Hempstend, N.Y. Contact: Hofstra Cultural Center, Hofstra University, Hempstead, N.Y. 11550-1090; (516) 9-11: International studies. "Intellectuals

and Social Change in Central and Eastern Europe," conference, Rutgers University at Newark and Partisan Review, Newark, N.J. Contact: (201) 648-5066. 8-11: Languages. "Gender and Genre— From Illusion to Reality." meeting. Col-lege Language Association, University of Tennessee. Knoxville, Tenn. Contact James J. Davis, Department of Romance Languages, Howard University, Washington 20059; (202) 806-6758.

al conference, International Society for Phenomenology and Literature, Cambridge, Mass. Contact: World Phenomenology Institute. (617) 489-3696.
9-11: Philosophy. "Figuring the Self." symposium. University of lows, lows City. Contact: Guenter Zueller. Department of Philosophy. University of lows. low City 52242.

greet, Maria and 9-12: Gampus activities. Regional conference. National Association for Campus Activities. Milwaukee. Contact: Jerry Bluesl. (414) 424-2327. 3-12: Curriculum. "The Liberal Arts of Science," conference, Micklejohn Educa

tion Foundation and University of Wis-consin, Madison, Wis. Contact: Robert March, (608) 262-5947.

9-12: Health. "National Community-College Wellness Conference." Maricopa Community College and other sponsors. Sheraton Tempe Mission Palms Holel. Tempe, Ariz. Contact: Mary Genderon. (602) 731-8600. fax (602) 731-8450. (602) 731-8000. Tax (002) 731-8450.

9-12: Languages. "Central States Conference on the Teaching of Foreign Languages," Wayne State University and other sponsors, Dearborn Hyatt Regency Hotel, Dearborn, Mich. Contact: Donald Spinelli, (313) 577-6241 or (313) 577-3002.

40. Langal Language. "Prepaid College Tuling

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10-11: American studies, "Oh Brave New World: Discovery and Rediscovery in American Culture," conference, Great Lakes American Studies Associatios, Bowling Green, Child, Contact: William

C. Grunt or Philip C. Terrie, American Culture Studies Program. Bowling Green State University, Bowling Green, Ohlo 43403-0237.

10-11: Music. Regional meetings, College

Music Society, Denver and Columbia, Mo. Contact: CMS, (406) 721-9616.

10-11: Two-year colleges. Spring conference, American Council on International Education, Phoenix. Contact: M. Yukir Tokuyama, (202) 728-0215.

10-12: Loadership. "Leadership and Social Responsibility." conference, Monmon College, West Long Branch, N.J. Contact: Chair Monmon Page 448

tact: Glorin Nemerowicz, Dean of Ass and Sciences, or Saliba Sarsar, Assistant Dean for Leadership Initiatives, Ma-

07764-1898; (908) 571-7508.

bouth College, West Long Branch, N.J.

07764-1898; (908) 571-7508.

10-12: Minorities. "Celebrating 500 Years of Resistance," meeting. National Chickeno Student Conference. University of New Mexico, Albuquerque. N.M. Collect: Tammy Martinez. (505) 277-0975 or

10-14: Continuing education. "Through the Learning Glass: Beyond Boundaries, national conference, National University Continuing Continuing San

Continuing Education Association. San Diego. Contact: NUCEA. One Dupont Cir-cle. Washington 20036; (202) 659-3130.

11: Music. Regional meeting. College Music Society, Sun Bernardino, Cal. Conluct: CMS, (406) 721-9616. Wisconsis

IBCI: CMS, (406) 721-9616.

11: Philosophy. Annual meeting. Wisconsin Philosophical Association. University of Wisconsin. Milwaukee. Contact: George C. McMullen, (414) 258-4810.

11: Philosophy. Round table, American Catholic Philosophical Association, St. Peter's College, Jersey City. N.J. Contact: Dominic Balestra, Philosophy Department, Fordham University. Broaks, N.Y. 10458.

11: Women's studies. "Authorizing Women: the Professionalization of 19th-Cedure.

en: the Professionalization of 19th-Courry Women Writers, "symposium, Library Company of Philadelphia, Philadelphia, Contact: (215) 546-5588.

11-12: Gomputers. "South Central Small College Computer Conference." Consortium for Computing in Small Colleges, Ukahoma City. Contact: Kathy Carp. (405) 682-1611, ext. 262.

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ik Eigheering and solence. Applica-abrresident, cooperative, and nost-and research associateships with 10: Legal Issues, "Prepaid College Tultion Plans in the United States: Promise and Problems," conference, University of Librar Contact: Associateship Pro-1. Alons Contact: Associates nip Pro-totogayobc), Office of Scientific and Fraction Personnel, National Re-sed Council, 2101 Constitution Ave-g. N.W., Washington 20418; fax (202) Houston, Houston, Contact: (713) 749. 2557, fax (713) 749-2567. Os Minorities. "Student-College Interview Session." Southeastern Regional Office of National Scholarship Service and Fund for Negro Students, Rutgers Uni-versity. New Brunswick, N.J. Conlact: SERO-MSSFNS, (404) 577-3990.

with termen studies. Applicants fo Finding for resident summer re sed Confect: American Institute fo erio Comer: American Studies, Johns Jermonary German Studies, Johns Jelias University, Suite 350, 11 Du-paCircle, Washington 20036; (202) 332-

bol (a) marks items that have

eared in previous issues of

10: Teaching. "Language and Gender in the Classroom." workshop. Simon's Rock of Bard College, Great Barrington, Mass. Contact: Judi Smith, (914) 78id if: Realth physics. Applications from his moment in health physics and re-10-11: African-American literature. "Nametive and Acathetic Traditions in Africanat technical areas for awards for re American Literature," meeting, Virgina Humanities Conference, Virgina Polyswin spiric health physics. Contact:
sah Physics Paculty Research Award
bysan, Science/Engineering Educain Briston, Attention: Rhonda Sulliun, Dak Ridge Associated Universities. technic Institute and State University, Blacksburg, Va. Contact: Samuel B. Olorounto. (703) 674-3690.

> m: (615) 576-1087. All historational studies. Applications talesters of Spanish for summer fellowing for sudy in Spain. Contact: Jill Facks, Gobal Campus, 106 Nicholson Wal. 16 Micholson Wal. 1 which the Department of Education's trace Educations Research and Imposed. Contact: Jeffrey Gilmore, Awarent of Education, Office of Education Research and Improvement. Low 615, 555 New Jersey Avenue. LW, Washington 20208-5647; (202) 219-20. (For further information, see Fed-mikegister, February 7, Pages 4,796-7.)

at its women. Applications for grants brondectoral research at the Henry A. long Research Center, a national resource of social- and behavioral-science data for the study of lives over time this topical forms of the lives over time

the special focus on the lives over time a special focus on the lives of women Contact: Murray Research Center. McGife College, 10 Carden Street. Cabridge, Mass. 02138; (617) 495-8140. Milk Stack colleges. Applications from the Nuclear Separator Commission to Murray Commission to M rikpliancy Commission to support resuch and the exchange of information.

Conet: Leslie Mills, (301) 492-7054.

For inter information, see Federal

Indian, February 21, Pages 6,251-4.)

Mills, Hectar engineering. Applications

k mais for nuclear-engineering remal. Contact: Larry Barker, Program

Hauger, Office of University and Sci
ce Education Programs up. 80.000.

in October in Key Biscayne, Fla. Contact: Beeky Mulvaney, Department of Communication, Florida Atlantic University, Boca Raton, Fla. 33431.

April 25: Community education. Manuscripts on the theme "The Diversity of Our Community's Education: Who's Job 1s It Anyway" for possible publication in The Community Education Journal. Contact: Tammy Jo Walker, National Community Education Association, Suite 209, 801 North Fairfax Street, Alexandria, Va. 22314; (703) 683-6232.

April 15: Folklora. Proposals on the theme "Transnational Articulations: Critical Perspectives From Folklore," for possional contacts. see Education Programs, ER-82, Office of Education Programs, ER-82, Office discrete Research, Department of Energy, 100 Independence Avenue, S.W., Industrial 10385; (202) 586-8947.

White Industrial Education Equipment Grant Industrial Education Equipment Grant Industrial Education Education, White, Grant Configurer, Brown & Sharpe Manufacting Company, MSD Division, Precision Ind., North Kingstown, R.I. 02852; (401)

id 2s intechnology-education informa-ba Applications for grants under the date Uhrsy Technology and Cooper tion (Insis Program—Bloicehnology Education Information Personstration Excelon Information Demonstration best of Education, Room 404-B, 555 let length Avenue, 3.W. Washington istration, see Federal Register, February 1, Page 4,994.)

sible publication in Lit: Literature, Interpretation Theory. Contact: Lee Jacobus and Regina Barreca, Department of English, U-25, University of Connecticut, Storrs, Conn. 06268.

April 15: May Sarton, Papers for possible presentation at a conference on the life and work of May Sarton, to be held in June in Portland, Me. Contact: Anne O. Arsenault, Continuing Studies, Westborook College, 716 Stevens Avenue, Portland, Me. 04103.

April 15: Social work, Proposals on the M 4: Ministration. Applications for makinesion in a summer institute for fee, to held in June and July in Bryon had beld in June and July in Bryon fee, to held in June and July in Bryon fee, Contact: Betsy Metzger, Astem Strylers-Mid-America, University of Colorado Women's College feet, Deaver 80220; (303) 871-6866. Portland, Me. 04103.

April 15: Social work. Proposals on the theme "Social Group Work Today and Tomorrow: Moving From Theory to Advanced Training and Practice," for possible presentations at the annual symposium of the Association for the Advancement of Social Work With Groups, to be

held in October and November in Atlan ta. Contact: Bruce A. Thyer, School of Social Work, University of Georgia, Athens. Ga. 30602; (404) 542-5440, fax (404)

Contact: Dean of Graduate Studie Woods Hole Oceanographic Institution April 3.7: Education. Proposals on the theme "Redefining Education: Creative Solu-tions Through Partnership and Collabora-Woods Hole, Mass. 02543; (508) 457-2000, ext. 2200, fax (508) 457-2188. tion," for presentations at a meeting of the Northeast Region Association of Aca April 24: Experiential learning. Application for participation in the National Institute demic Affairs Administrators, to be held in November in Baltimore. Contact: Euon the Assessment of Experiential Learn on the Assessment of Experiental Learning, to be held in June in Princeton, N.J.
Contact: Debra Dagavarian, Director,
National Institute, Thomas Edison State
College, 101 West State Street, Treaton,
N.J. 08608-1176; (609) 984-1141. gene A. Peterman, Assistant Dean, Bry-ant College, 1150 Douglas Pike, Smith-field, R.1. 02917; (401) 232-6308. April 19: Arts and liberal arts. Abstracts of

April 22: Oceanography. Applications from science and engineering faculty members for participation in a workshop

in oceanography, to be held in June in San Diego, Senttle, and Woods Hole, Mass.

March 31: Women, Essues of nersons

opinion of no more than 1,500 words

about issues relating to women's experience in academe, for possible publica-

tion. Contact: On Campus With Women, Association of American Colleges, 1818 R Street, N.W., Washington 20009.

April 1: Advortising. Research papers on advertising and advertising theory for con-

sociation for Education in Journalism an

Mass Communication. Contact; Kevin L. Keenun, (301) 405-2421.

toril 6: Rhetoric and composition. Propos als for possible presentations at a confer

held in July in State College, Pa. Contac

Davida Charney, Department of English

Pennsylvania State University, University

April 10: Africans, Papers on issues facing

Africans in North America for possible presentations at a conference, to be held

in May in Savannah, Ga. Contact: Ja A. Jahunnes, Box 20059, Savannah State College, Savannah, Ga. 31404; (912) 356-

ble presentations at an international con-

ference, "Assessing Quality in Higher Education," to be held in July in Ensche-

de, the Netherlands, Contact: Trudy W. Banta, Director, Center for Assessment

Research and Development, 1819 Andy Holt Avenue, Knoxville, Tenn. 37996-

April 10: Illinois. Proposals for possible presentations at a symposium on Illinois history, to be held in December in Springfield, Ill. Contact: Norcen O'Brien-Davis, Office of Research and Education, Illinois University Proposals Apparent

Illinois Historic Preservation Agency.
Union Station, 500 Fast Madison Street,
Springfield, III. 62701; (217) 785-7952.

April 14: Intellectual studies. Proposals
on the topic "Intellectual Revolutions,"
for lectures for possible inclusion in a lec-

ture series at the University of Tampa. Contact: Francis Gillen, Director, Uni-

Tumpa, Tampa, Flu. 33636. April 15: Communal societies, Proposals on

versity Honors Program, University of

the theme "Utopian Communities: Rural and Urban Patterns of Settlement and

Life," for possible presentations at the unnual conference of the Communal

Studies Association, to be held in Octo-

ton, Department of History, Western Illi-nois University, Macomb, Ill. 61455;

(109) 298-1053.

April 18: Communication. Proposals on the theme "Change, Diversity, and Communications at the property of the

nication," for possible presentations at the annual convention of the Florida Communication Association, to be held in Outsides in National Processing Section 1

n October in Key Biscayne, Fla. Con-

Perspectives From Folklore," for possi-

ble presentations at the annual meetins of the American Polklore Society, to be held

Gregory Schrempp or Sue Tuohy, Folk-lore Institute, 504 North Fess Street, In-diana University, Bloomington, Ind. 47405; (812) 855-1027.

theme "Helene Cixous as Critic" for pos-sible publication in Lit: Literature, Inter-

Lpril 15: Literature. M

n Jacksonville, Fla. Contact:

1350; fax (615) 974-2712.

ence on rhetoric and compo

ty Park, Pa. 16802.

papers for possible presentation at a na-tional conference on liberal arts and the education of artists, to be held in Octobe in New York. Contact: Laurie Johenning Humanities and Sciences Department School of Visual Arts, 209 East 23rd Street, New York 10010-3994; (212) 679-7350, ext. 441, fax (212) 725-3587.

**April 20: Business.** Articles on business ar April 201 Statiness. Articles on business and management for possible publication in Journal of Business and Management. Contact: Frank Strier, Editor, Journal of Business and Management, School of Management, California State University-Dominguez Hills, Carson, Cal. 90747; (310) 516-3556.

(310) 516-3536.

April 20: Writing. Proposals for presentations at a conference on basic writing, to be held in October in College Park, Md. Contact: Carolyn Kirkpairick, Department of English, York College of City University of New York, Jamaica, N.Y. 11451; (718) 262-2470, fax (718) 262-2027. sthetics. Papers on the theme "San

Aesthetics in Contemporary Latino Art." Acstrelies in Contemporary Latino Art, for presentation at a symposium, to be held in August in Atlanta. Contact; Arturo Lindsay, Spelman College, Department of Art, Box 296, 330 Spelman Lane, S.W., Atlanta 30314-4399; (404) 223-

computers. Proposals on the theme "Computers on Campus," for possible presen-tations at a conference, to be held in No-vember in Columbia, S.C. Contact: Computers on Campus, University of South Carolina, Division of Continuing Education, Suite 200, 900 Assembly Street, Co-lumbia, S.C. 29208; (803) 777-9444 or (803) 777-2260, fax (803) 777-9357.

ultural studies. Proposals on the theme
"The Americanisation of Culture," for possible presentations at a conference, to be held in Soptember in Swansea, Wales. Contact: Candida Hepworth, American Studies Centre, University of Wales, Swansea SA 8PP, Wales, United Kingdom, for (ALL) 44-702-365719. dom; fax (011) 44-792-295719.

Engineering, Proposals on the theme "The Future of Precision Engineering and Mechatronics in Teaching, Research, and Application," for possible presentations at an intermal supersystem (a be hard at an international symposium, to be held in September in Vienna. Contact: Mark Fritz, Department of Precision Engineer-ing and Mechatronics, Technical Univer-

ing and Mechatronics. Technical University of Vienna, Gusshausstraste 27, A-1040 Vienna.

Ethios. Proposals for articles for publication in The Journal of Information Ethics. Contact: Robert Hauptman, Editor, The Journal of Information Ethics, St. Cloud State University, St. Cloud, Minn. 36301; (612) 255-4822.

(612) 253-4822.

Minority Student Today: Recruitment. Retention, and Success," for possible presentations at a conference, to be held in October in San Antonio, Contact: Minority Student Today Conference, University of South Carolina, Division of Continuing Education, Suite 200, 900 Assembly Street, Columbia, S.C. 29208; (803) 777-9444 or (803) 777-2260, fax (803) 777-9357.

(803) 777-944 or (803) 777-9357.

Non-profit organizations. Proposals for presentations at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action, to be held in October and November in New Haven, Conn. Contact: ARNOVA, Route 2, Box 696, Pullman, Wash. 99163.

Retigious studies. Proposals for possible presentations at the annual conference of the North Carolina Religious Studies Association, to be held in October in Wilson, N.C. Contact: Herman Thomas, Department of Religious Studies, University of North Carolina, Charlotte, N.C. 28223; (704) 547-4598, or Jon Youns, College of Arts and Sciences, Fayetteville State University, Payetteville, N.C. 1992, (1992, 486-1681. State University, Fayetteville, 28301-4298; (919) 486-1681.

April 13: Facilities. Applications for new awards under the College Facilities Loan Program. Contact: John D. Adams or Anne S. Young, Department of Education, 400 Maryland Avenue, S. W., Room 3022, Ros-3, Washington 20202-3339; (202) 708-9417 or (202) 708-9421. (For further information, see Federal Register, February 6, Page 4,686.)

April 30: international affairs. Nominations for the Spark M. Matsunaga Medal of Peace, which "acknowledges extraordinary achievements in research, education, or training in the fields of international peacemaking and conflict resolution." Contact: United States Institute of Peace, Suite 790, 1550 M Street, N.W., Washington 20005.

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The Chronicle of Higher Education (ISSN 0009-5982) is published weekly except the third week in August and the last two weeks in December at 1255 Twenty-Third Street, N.W., Weshington, D.C., 20037. Subscription rate: \$67.50 per year. Second-class postage paid at Washington, D.C., and at additional mailing offices. Copyright © 1992 by The Chronicle of Higher Education, Inc. Marsber, Audit Bureau of Circulations. The Chronicis reserves the right not to accept an advertiser's order. Only publication of an advertisement shall constitute final acceptance of the advertiser's order.

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## Balancing the Educational Equation

October 23-25, 1992

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